



**TOWN OF LOS GATOS**  
**DIVERSITY, EQUITY, AND INCLUSION COMMISSION AGENDA**  
**MARCH 14, 2024**  
**110 EAST MAIN STREET**  
**TOWN COUNCIL CHAMBERS**  
**5:00 PM**

*Gordon Yamate, Chair*  
*Diane Fisher, Vice Chair*  
*Dominic Broadhead, Commissioner*  
*Varily Isaacs, Commissioner*  
*Carmen Lo, Commissioner*  
*Folake Phillips, 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**

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 the agenda packet: by 11:00 a.m. the Monday before the Commission meeting.
- For inclusion in the agenda packet supplemental materials: by 11:00 a.m. on the day of 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](mailto: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 Minutes of the February 8, 2024 Meeting.
2. Receive the Commission's Updated Work Plan as Approved by the DEI Commission on February 8, 2024

## COMMISSIONER/STAFF LIAISON REPORTS

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

3. Update on the Housing Element
4. Continue Discussion of Work Plan Goal D, Item 1.a. Annual Communications Campaign
5. Begin Discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and 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: 03/14/2024

ITEM NO: 1

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**DRAFT  
Minutes of the Diversity, Equity, and Inclusion Commission Meeting  
February 8, 2024**

The Diversity, Equity, and Inclusion (DEI) Commission of the Town of Los Gatos conducted a meeting in person in the Town Council Chambers on Thursday, February 8, 2024, at 5:00 p.m.

**THE MEETING WAS CALLED TO ORDER AT 5:13 P.M. AND BEGAN WITH AN INFORMATION ONLY ITEM DUE TO THE POSTED AMENDED AGENDA STATING THE MEETING WAS SCHEDULED FOR 5:30 P.M.**

5. Update on the Housing Element.

Town Manager Prevetti gave a verbal update.

After 5:30 p.m., opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item.

**ROLL CALL**

Present: Commissioners Dominic Broadhead, Diane Fisher, Varily Isaacs, Carmen Lo, Dornaz Memarzia, Folake Phillips, Pradeep Khanal, and Gordon Yamate.

Absent: Commissioners Ryan Idemoto and Pravin Balasingham.

Town Staff Present: Town Manager Laurel Prevetti.

**CONSENT ITEMS**

1. Approve the Minutes of the January 11, 2024 Meeting.
2. Approve the Commission's Initial Work Plan.

Commissioner Phillips requested to pull Consent Item #2.

Opened public comment.

No one spoke.

Closed public comment.

**MOTION:** Motion by **Commissioner Broadhead** to approve the minutes (item 1). **Seconded** by **Commissioner Memarzia**.

**VOTE:** Motion passed unanimously.

## VERBAL COMMUNICATIONS

Jeffrey Suzuki

-Thanked the Commission for its service and announced the Informed Community Book Club meeting on February 10, 2024.

## OTHER BUSINESS

2. Approve the Commission's Initial Work Plan.

**MOTION:** Motion by **Commissioner Phillips** to add Goal B.3.a (develop a community learning opportunity on historic inequities) and b (develop diversity, sensitivity, and awareness training) to the work plan. **Seconded** by **Commissioner Yamate**.

Opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item.

**VOTE:** Motion passed 5-1-2 with Commissioner Broadhead opposed and Commissioners Fisher and Issacs abstained).

3. Begin Discussion of Work Plan Goal D, Item 1.a. Annual Communications Campaign.

Town Manager Prevetti presented the report.

The Commission discussed the item.

Opened Public Comment.

Jeffrey Suzuki

- Recommended that the Commission establish an ad hoc subcommittee for communications as the Complete Streets and Transportation Commission does for some of its work plan items.

Closed Public Comment.

The Commission continued its discussion of the item. Vice Chair Fisher and Commissioners Khanal and Phillips volunteered to work on a one-page summary about the DEI Commission and Commissioners Lo, Broadhead, and Isaacs volunteered to develop a list of potential collaborators.

4. Discuss and Make a Recommendation to the Town Council Regarding the Name of the Diversity, Equity, and Inclusion Commission and Potential Other Modifications to the Enabling Resolution.

Town Manager Prevetti presented the report.

The Commission discussed the item.

Opened Public Comment.

Lee Fagot

- Supported retaining the name Diversity, Equity, and Inclusion Commission.

Jeffrey Suzuki

- Supported retaining the name Diversity, Equity, and Inclusion Commission.

Closed Public Comment.

The Commission continued its discussion.

**MOTION:**      **Motion by Commissioner Broadhead** to recommend to the Town Council that the DEI Commission Enabling Resolution be amended to provide for the business owner Commission position to reside in or outside of Los Gatos. **Seconded by Commissioner Issacs.**

**VOTE:**          **Motion passed unanimously.**

6. Begin Discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming.

PAGE 4 OF 4

SUBJECT: Draft Minutes of the DEI Commission Meeting of February 8, 2024

DATE: February 29, 2024

Due to the time, this item was not discussed.

**ADJOURNMENT:**

The meeting adjourned at 7:05 p.m.

This is to certify that the foregoing is a true  
and correct copy of the minutes of the  
February 8, 2024, meeting as approved by the  
Diversity, Equity, and Inclusion Commission.

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Laurel Prevetti, Town Manager



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

MEETING DATE: 03/14/2024

ITEM NO: 2

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DATE: February 29, 2024  
TO: Diversity, Equity, and Inclusion Commission  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Receive the Commission's Updated Work Plan as Approved by the DEI Commission on February 8, 2024

**RECOMMENDATION:**

Receive the Commission's updated work plan as approved by the DEI Commission on February 8, 2024.

**REMARKS:**

On February 8, 2024, the Commission approved the following items for its initial 2024 Work Plan based on the Town's Diversity, Equity, and Inclusion Plan (<https://www.losgatosca.gov/DocumentCenter/View/36669/DEI-Plan>):

- Goal D, Item 1.a. Annual Communications Campaign as a priority work plan item, including a review of demographic data.
- Goal C, Item 1.a. Collaboration with Community Organizations in parallel with Goal C, Item 2.a. Community- and School-Based Programming.
- Goal A, Item 1.a. Community Grants Rubric .
- Goal B, Item 1.a. Review the Town's Four Events.
- Goal B, Items 3.a. and b. Develop a Community Learning Opportunity on Historic Inequities and Develop Diversity, Sensitivity, and Awareness Training
- Goal D, Item 2.a. Create a New Town Tagline as a long-term action item for the Commission's work plan.

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Prepared by: Town Manager

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PAGE 2 OF 2

SUBJECT: Receive the Commission's Updated Work Plan as Approved by the DEI  
Commission on February 8, 2024

DATE: March 11, 2024

REMARKS (continued):

- Review of the name of the Commission and Enabling Resolution, recommending any modifications to the Town Council.

At its April meeting, staff would like to discuss the Community Grants item. This way, if the Commission has any recommended changes, the Town Council can consider them prior to the next grant application process. Commissioners who are affiliated with organizations or who themselves that have received or are considering applying for Town grants must recuse themselves from the discussion of this issue so there is no conflict of interest.





**TOWN OF LOS GATOS  
DEI COMMISSION REPORT**

MEETING DATE: 03/14/2024

ITEM NO: 3

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DATE: March 11, 2024  
TO: Diversity, Equity, and Inclusion Commission  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Update on the Housing Element

**RECOMMENDATION:**

Receive an update on the Housing Element.

**REMARKS:**

The Town Manager will provide a verbal update at the Commission meeting.

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Prepared by: Town Manager

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

MEETING DATE: 03/14/2024

ITEM NO: 4

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DATE: March 11, 2024  
TO: Diversity, Equity, and Inclusion Commission  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Continue Discussion of Work Plan Goal D, Item 1.a. Annual Communications Campaign

**RECOMMENDATION:**

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

**REMARKS:**

Last month, the Commission began its discussion of this work plan item. Vice Chair Fisher and Commissioners Khanal and Phillips volunteered to work on a one-page summary about the DEI Commission. Their draft product is in the form of a press release (see Attachment 1) and the Commission is welcome to discuss it at the meeting.

Commissioners Lo, Broadhead, and Isaacs volunteered to develop a list of potential collaborators. This group is welcome to provide an update on their work at the meeting.

Per the Commission's request, Attachment 2 contains the report that was given to Town Council in February 2023 pertaining to the Library's Holiday and Recognition Work Plan. The Council unanimously approved the work plan.

In February, the Commission inquired about funding for communications. At the February 20, 2024 Council meeting, the Council approved a budget adjustment to provide the DEI Commission with \$2,500 to cover expenses related to Commission activities. The funds can be used for supplies, printing, and materials.

Vice Chair Fisher requested that an article regarding the DEI effort in Los Gatos be shared with the Commission (see Attachment 3).

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Prepared by: Town Manager

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PAGE 2 OF 2

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

DATE: March 11, 2024

REMARKS (continued):

Commissioner Isaacs requested the following be shared with the Commission:

- A video entitled “Bridging: Towards a Society Built on Belonging” available at: <https://belonging.berkeley.edu/bridging-belonging>
- The Town of Los Gatos Mission Statement (which guides the work of Town employees and is under revision):  
*The Mission of the Town of Los Gatos is to enhance the quality of life in Los Gatos by providing the highest quality leadership and most efficient services and facilities. The Town strives to provide a working environment which promotes excellence; fosters cooperation; values volunteerism; and seeks to meet the needs of the community and the Town Council, employees, Commissions, Committees, and Boards.*
- The courses offered by Othering & Belonging Institute at UC Berkeley: <https://obi.berkeley.edu/courses>

The Commission is welcome to continue its work on this item.

Attachments:

1. Draft Press Release
2. Report to the Town Council regarding the Library’s Holiday and Recognition Work Plan
3. American Leadership Forum Article

# Press Release

Contacts: Laurel Prevetti, Los Gatos Town Manager, [email]  
Gordon Yamate, Los Gatos DEI Commission Chair, [email]

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(March, 2024) The 10 Commissioners of the newly established Los Gatos Diversity, Equity, and Inclusion Commission are reaching out to the broader community to share who we are, what our goals are, and to engage in discussion and discovery.

We are appointed as representatives of residents, businesses, nonprofits and faith communities, who all share a passion for cultivating a diverse, equitable, inclusive **and welcoming** culture in Los Gatos, and for helping to drive the implementation of strategies and policies that realize that vision.

We believe the roots of our success lie in creating a continuous network of input from the many sub-communities that are connected to Los Gatos. We plan to table at the Farmers Market and the Library, as well as at events, and encourage everyone to share stories and ideas that open our eyes to challenges and opportunities for greater inclusion. We welcome invitations to organizations, clubs and gatherings across Town, to facilitate a **collaborative and collective** process to inform our actions. One of our first goals is to create a calendar of diverse gatherings and events that will encourage everyone to step out of their familiar spaces and learn about other cultures and identities. We also are compiling a list of local organizations that could serve as partners, both in providing input and creating opportunities.

The Commission's monthly meetings are held on the 2nd Thursday of each month at 5:00pm in the Town Chambers. They are open to the public and include public comment opportunities.

ATTACHMENT 1

Gordon Yamate, Resident



Folake Phillips, Nonprofit Employee



Dominic Broadhead, Employee



Verily Isaacs, Resident



Carmen Lo, Resident



Diane Fisher, Faith Representative



Pradeep Khanal, Community

Dornaz Memarzia, Arts and Culture  
Commissioner



Health and Senior Services  
Commissioner



Pravin Balasingham, Youth  
Commissioner



Ryan Idemoto, Youth  
Commissioner





**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 02/07/2023

ITEM NO: 19

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DATE: February 7, 2023  
TO: Mayor and Town Council  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Approve the Library's Holiday and Recognition Work Plan

**RECOMMENDATION:**

Approve the Library's holiday and recognition work plan.

**BACKGROUND:**

Given the recent interest in what holidays and months the Town recognizes through its Library programs and communications, this agenda item provides the Town Council and the public an opportunity to review the recognition work plan and provide input within the context of the Town's available resources for such recognition. The goal of thoughtful acknowledgement of holidays and recognition months is to foster an inclusive community. The Library's core purpose is to connect people with stories that broaden understanding.

As a Library, the primary vehicle of connecting people with stories is through books. Our primary focus is ensuring equitable access to collections that reflect a broad range of authors, primary characters, histories, and narratives in which community members can find representation. This is year-round work that is not confined to a calendar month or day, as the publishing industry does not coincide publications to align with recognition months in general practice.

Selections of materials is done by our Librarians on staff and assisted by diversity, equity, and inclusion software purchased in July of 2022 that analyzes the collection to ensure growth in the following catalog subject headings: Asian, Black, Disabilities and Neurodiversity, Equity and Social Issues, Hispanic and Latinx, Indigenous, Lesbian Gay Bisexual Transgender, Queer, or Questioning (LGBTQ+) and Gender, Mental and Emotional Health, Middle Eastern and North African, Multicultural, and Religious Background. Purchased books and e-books include titles by

**PREPARED BY:** Ryan Baker  
Library Director

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Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

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BACKGROUND (continued):

authors with backgrounds historically underrepresented in the publishing industry, titles that give strong representation of historically marginalized peoples as primary characters, and histories told or researched through the lens of disenfranchised populations.

In addition to books, e-books, and media, the Library produces programs and events for 30,000 Library users representing a wide variety of ages, backgrounds, and interests. Within this work, celebration of holidays and recognition months through the medium of books and stories is included.

DISCUSSION:

The Library strives to recognize the following 33 cultural and national holidays that have been identified as holding importance to members of our community (days marked with "varies" fall on different days in different years with the month displayed indicating 2023; items marked with an asterisk (\*) note events that will be newly added to our celebration calendar as of this year):

New Year's Day (Jan)*	Independence Day (Jul)
Martin Luther King Jr. Day (Jan)	Islamic New Year (Aug - varies)*
Lunar/Chinese New Year (Jan- varies)	Labor Day (Sept)
Holocaust Remembrance Day (Jan)	Rosh Hashanah (Sept – varies)
Presidents' Day (Feb)	Yom Kippur (Sept – varies)
Purim (Mar - varies)	Mid-Autumn Festival (Sept – varies)*
Holi (Mar - varies)	Indigenous Peoples' Day (Oct)
Ramadan (Mar - varies)	National Coming Out Day (Oct)
Nowruz (Mar - varies)	Halloween (Oct)
Cesar Chavez Day (Mar)	Dia de los Muertos (Nov)
Passover (Apr - varies)	Veterans' Day (Nov)
Easter (Apr - varies)	Diwali (Nov – varies)
Eid al-Fitr (Apr -varies)	Thanksgiving (Nov)
Earth Day (Apr)	Chanukah (Dec)
Cinco de Mayo (May)	Christmas (Dec)
Memorial Day (May)	Kwanzaa (Dec)
Juneteenth (Jun)	



DISCUSSION (continued):

The Library strives to recognize the following 14 recognition months/weeks that have been identified as holding importance to members of our community:

Braille Literacy Month (Jan)	Mental Health Awareness Month (May)*
Black History Month (Feb)	Pride and LGBTQ Month (Jun)
Women's History Month (Mar)	Disability Pride Month (Jul)*
Developmental Disabilities Month (Mar)*	Physical Disability Awareness Month (Aug)*
Arab American Heritage Month (Apr)*	Suicide Prevention Month (Sept)*
Autism Acceptance Month (Apr)*	Hispanic Heritage Month (Sept 15 - Oct 15)
Asian Pacific Islander Heritage Month (May)	Native American Heritage Month (Nov)
Jewish American Heritage Month (May)*	United Against Hate Week (Nov)

Also included here for the context of calendar timing and workload, the Library additionally recognizes the following seven library/literacy-specific months/weeks:

Poetry Month (Apr)	Friends of the Library Week (Oct)
Library Week (Apr)	Teen Read Week (Oct)
Summer Reading Program (Jun to Aug)	National Novel Writing Month (Nov)
Banned Books Week (Sept)	

***Deliverables***

Given the scope of work calendared above, staff has determined that the capacity for deliverables would entail:

***Month-long recognition\*:***

- Social media post through Library's social media, reposted through Town social media
- Newsletter call out
- "Stories We Are Celebrating" booklist
- Storytimes featuring a broad cast of characters and families in book selections
- Reader's advisory highlighting recognition
- Book displays in Children's, Teen, and Adult sections
- Post showcasing the display, featuring the sign, with links to "Stories We Are Celebrating" content
- Storywalk in Oak Meadow Park (when feasible)
- One related program, live or virtual (when feasible)
- "Stories We Are Celebrating" graphics on lobby screens and desks
- Booklist callouts in the Library newsletters

DISCUSSION (continued):

\*During months in which there are two or more recognition categories assigned, staff will divide display space appropriately between the multiple categories.

*Week-long recognition:*

- Small book display on countertop
- Give away items such as bookmarks, stickers, or buttons (as/when available)
- Social media post through Library's social media, reposted through Town social media
- "Stories We Are Celebrating" booklist

*Single day observances:*

- Social media post through Library's social media, reposted through Town social media
- "Stories We Are Celebrating" booklist

Deliverables for holidays and recognition months/weeks will sometimes be augmented by contributions from invested community partners that may provide materials, displays, give away items, etc. that would generally be outside of staff capacity or budget.

***Limitations***

The above-mentioned deliverables constitute the 'high-end' of what staff has analyzed is within our capacity to produce. Staff desires to recognize all holidays and recognition months equally; however, there will be occasions where it will not be logistically possible due to the following limitations:

- Availability or quantity of titles produced by publishing houses. While publishers have made significant strides in quantity and quality of publications reflecting a more diverse range of voices, certain holidays have significantly more publications available than others. This may impact the ability to build and maintain full displays.
- Availability of presenters or speakers. Competition for speakers and presenters directly related to celebrating holidays and recognition months by schools, libraries and other institutions far exceeds supply and greatly increases in cost the closer to the day/week/month of recognition.
- Budget. Programming funds do not come from Town General Fund dollars, but rather through donations (the Friends of the Library being the largest donor). These limited funds are divided by staff for use across a wide variety of programming appealing to broad interests across the community. Museum quality displays, curriculum development, and exclusive programming themes are not possible for staff to produce.

DISCUSSION (continued):

- Physical space. The Library is highly limited in available display space. Space may need to be shared or have mixed use depending on how holidays and recognition months fall on the calendar for any given year.

***Community Input***

The Library is open and receptive to adding additional holidays within our capacity as suggested by community input. We have created a link in our "Stories We Are Celebrating" call outs that specifically ask community members to contact us for consideration of additional holidays important to their families.

***Use of Social Media***

Social media engagement will generally consist of a single post on Instagram and on Facebook for each holiday or at the beginning of a recognition month. Within the spirit of stories, staff in 2023 will be using a similar template for each post that highlights books from our collection as they relate to the holiday or recognition month. Library staff will tag the Town in postings to allow Town staff to repost. Postings for holidays that fall on days the Town or Library is closed will generally be posted some days in advance to allow the Town to repost as appropriate. Note that program and event advertising through social media means will primarily be through the Library's newsletters with a measurable click/engagement rate of 16.39% compared to Facebook at 1.16% and Instagram at 0.06%.

CONCLUSION:

Library staff is committed to working towards all community members feeling represented and included as part of our Town core values. Holidays and recognition months are one of the many ways staff undertakes to create this sense of inclusion for Los Gatos. This report has been prepared through conscientious examination of an ongoing process.

COORDINATION:

This workplan has been reviewed by the Library Board. The high-level comment that the Board feels appropriate to communicate to Council is:

*The primary focus for the Library's mission to foster a diverse and inclusive community should first and foremost be through conscientiously striving for equitable access to a large variety of books, e-books, and media that reflect the experiences and backgrounds of diverse communities. Every person of every age, background, and identity must be*

PAGE 6 OF 6

SUBJECT: Approve the Library's Holiday and Recognition Work Plan

DATE: February 7, 2023

COORDINATION (continued):

*able to have access to a wide offering of books in which they can see themselves reflected. The Library should not lose sight of this as their primary means of fostering dialog and understanding within the community as it pursues additional avenues of recognition.*

FISCAL IMPACT:

There is no direct fiscal impact associated with this item.

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

# The Town of Los Gatos Moves Forward with the Help of ALF Insights

Written By Demone Carter, ALF Insights Faculty, Class XXXVI

## Climate of Fear

Disruption of public meetings. Threats against elected officials and their families. A swastika drawn on the grounds of a local Jewish community center.

In October 2021, tensions simmering below the surface, possibly for generations, spilled out in the Town of Los Gatos Council Chambers. A group of towns folk opposed to Los Gatos' recent civic equity work, including the painting of a rainbow-colored crosswalk near Los Gatos High School, brought the proceedings in the council chambers to a halt. Angry citizens hurled verbal attacks at the Mayor, her family, and other Town Council members. The tumult extended beyond the council chambers, with protestors showing up at the homes of the Mayor and other council members.

The Town of Los Gatos was reeling from negative publicity, spasms of hate speech, and a pervasive climate of fear. The **2022 March Against Hate**, which concerned citizens organized, drew more than 2000 participants, brought awareness to a string of disturbing incidents in the Town of Los Gatos, and demonstrated the need for renewed efforts to bring the community together.

## Pushing Equity Forward

Prior to these episodes at the Town Council, Los Gatos had been working on the adoption of a [Justice Equity Diversity and Inclusion \(JEDI\) Plan](#). The work on this plan hastened in 2021 when it became clear that the Town could do more to create a welcoming community in Los Gatos.

**Laurel Prevetti**, Los Gatos Town Manager and American Leadership Forum Senior Fellow with Class XXXIV, was front and center for the disruptions of 2021 and explains that while tensions have cooled a bit, the

people who caused much of the havoc are still agitating. "Well, unfortunately, it's still out there. So, the two main players who were very active in 2021 are continuing to write to our town council; sometimes, they appear at our public meetings. The personal attacks on officials' children are not happening right now. But they are being very clear that they're watching, and they still send hateful messages to all of us."

## **The Commission**

The Town of Los Gatos contracted ALFI to lead a process of discovery, speaking with 27 different individuals from the business, education, faith, and other community groups to hear their thoughts on the JEDI work. Following that process, ALFI was contracted to dive deeper through the facilitation of a community advisory group that would provide input on the Town's proposed JEDI plan and strategies for implementation.

ALFI faculty member Jason Reynolds, a member of ALF Class XXXIII, was part of the team leading these sessions. While all participants in the Community Advisory Group were willing to do the work, Jason remembers there were also very real concerns for some. "I think there was concern about the loss of relationships. I think people have learned how to maneuver and interact with one another on a very surface level. But, if we are pushed, and we bump heads, on some ideological issues, some folks were concerned about if their relationships would last, they were wondering if it's worth it to do this work, and so, I think people were making that calculus as well." ALF Senior Fellow Darcie Green of Class XXVIII was also a facilitation team member.

## **What Makes An Inclusive Town?**

ALF Insights facilitators asked the participants of the Community Advisory Group to define what an inclusive Los Gatos would look like. The responses varied, but some consistent themes emerged. Members of the group envisioned Los Gatos as a safe, welcoming, visibly supportive town where a genuine sense of belonging is available to everyone.

Members of the group also identified several opportunities that could emerge from the Town pressing forward with the JEDI plan, including the opportunity for the Town government to create new initiatives, policies,

and actions that center community learning and leverage the power of the arts to bring residents together. Another bold possibility that emerged from the group was the idea that Los Gatos could most effectively address issues of equity by creating more affordable housing.

## **The Work Continues**

The Community Advisory Group informed a set of ALFI recommendations for the Town, including more cross-organizational collaboration, erecting safe spaces, building the capacity for equity work, leveraging diversity for economic vibrancy, involving youth, continuing to build affordable housing, and the creation of a Diversity, Equity, and Inclusion Commission composed of 11 appointed members.

As exciting as all these ideas and potential initiatives were, the Town had yet to get council approval for the commission work to move forward. There were still elements inside and outside of the council chambers who were opposed to Los Gatos creating the commission and its specific focus on diversity, equity, and inclusion. Ahead of the vote to accept or reject the commission plan, Prevetti was well aware that this initiative could ultimately fail: "I'm hopeful that we'll have support from our elected officials. But again, part of what we're learning is that a lot of folks are new to equity work. So some folks are like, "I don't see myself reflected in the work". And so we try to explain how everybody really is reflected in the work. So we still have a lot to do."

The time and energy invested by the Community Advisory Group and members of the Town government hung precariously as the Town council would vote on whether to create a Diversity, Equity, and Inclusion Commission in September.

## **Just Getting Started**

Deliberations about the Diversity, Equity, and Inclusion Commission went late into the night on Tuesday, September 25th. Still, the Town council ultimately voted to create the 11-member commission. While this surely felt like a milestone for all those pushing for it, in many ways, it is just the beginning of the Town's equity journey. ALFI Chief Facilitation Officer Jenny Nikualus is hopeful about the Town's future direction and ongoing

engagement with ALFI: "We are thrilled by this step, as well as the prospect of ultimate acceptance of the full JEDI Plan, which will be finalized in January of 2024. It is difficult for government entities to do this work and to stick with it through many obstacles. The creation of the commission and the work of Laurel and the Town staff to continue bravely pushing forward deserves to be recognized."





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

MEETING DATE: 03/14/2024

ITEM NO: 5

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DATE: February 5, 2024  
TO: Diversity, Equity, and Inclusion Commission  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Begin Discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming.

**RECOMMENDATION:**

Begin discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming.

**REMARKS:**

At its first meeting, the Commission identified Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming for the Commission's work plan. Below is the language from the Town's Diversity, Equity, and Inclusion Plan describing the Goal and Action Items:

**GOAL C: Collaboration. Leverage community resources to ensure equity efforts are collaborative and inclusive.**

**1. Short Term Action Items**

- a. Town staff/DEI Commission/Community Partners to foster collaboration between community groups and other partners engaging in equity work in order to offer joint activities.
  - i. Meet with community partners to determine how they would like to manifest equity learning in the community. Focused on, but not limited to, the following local groups: local businesses; community-based organizations; nonprofits; education partners; faith-based partners; Town Departments; and other Town Commissions.
  - ii. Focus on collaborative projects that promote healing.

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Prepared by: Town Manager

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SUBJECT: Begin Discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming.

DATE: February 15, 2024

REMARKS (continued):

iii. Evaluate Town spaces available for joint activities and projects and consider how those spaces can be best used to promote equity and belonging.

2. Medium Term Action Items

- a. Town staff/School Districts/Youth to identify needs for both community-based and school-based programming.
  - i. As requested by local schools, share resources that support the schools' equity work.
  - ii. Intentionally connect school districts to community groups for joint projects, centered in art and expression.
  - iii. Host a joint session with community partners and school leaders regarding equity dialogues and in support of their joint planning efforts.
  - iv. Explore the possibility of the Town hosting or partnering on a DEI assembly or event with local schools.

The Commission may also find the Government Alliance on Race and Equity (GARE) performance measure questions useful as contained in its "Equity Action Plans: How To Manual":

- What is your timeline?
- How will you evaluate and report progress over time?
- How will you know the action is complete?
- Can you retain stakeholder participation and ensure internal and public accountability?