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

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

IMPORTANT NOTICE

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

CALL MEETING TO ORDER

ROLL CALL

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

CONSENT ITEMS *(Items appearing on the Consent Calendar are considered routine Town business and may be approved by one motion. Members of the public may provide input on any Consent Item(s) when the Chair asks for public comment on the Consent Items. Each speaker is limited to three minutes or such time as authorized by the Chair.)*

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

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

2. Discuss Potentially Rescheduling or Cancelling the December DEI Commission Meeting.

3. Provide a Recommendation to Staff Regarding Creating a New Town Tagline that Involves the Spirit of 'Belonging,' as a North Star for Ongoing Work (Work Plan Item 8 Related to DEI Plan Goal D, Item 2.a.).

4. Discuss Advising on Ways to Make Visible the Equity Issues that Matter to the Larger Community to Potentially Make a Recommendation to Modify the Work Plan. (Work Plan Discussion Item a. Related to DEI Plan Goal A.2.a.).

COMMISSIONER/STAFF LIAISON REPORTS

ADJOURNMENT

ADA NOTICE - In compliance with the Americans with Disabilities Act, if you require special assistance to participate in this meeting, please contact the Clerk's Office at (408) 354-6834. Please notify the Clerk's Office at least two (2) business days prior to the meeting so that reasonable arrangements can be made to ensure accessibility in compliance with 28 CFR §35.102-35.104 and related provisions.
NOTICE REGARDING SUPPLEMENTAL MATERIALS - Materials related to an item on this agenda submitted to the Commission after initial distribution of the agenda packets are available for public inspection in the Clerk's Office at Town Hall, 110 E. Main Street, Los Gatos, and on the Town's website at www.losgatosca.gov. Town Commission agendas and related materials can be viewed online at https://losgatos-ca.municodemeetings.com/.

HOW TO PARTICIPATE

The Town of Los Gatos strongly encourages your active participation in the public process. If you are interested in providing oral comments during the meeting, you must attend in-person, complete a speaker's card, and return it to the staff. If you wish to speak to an item on the agenda, please list the item number on the speaker card. The time allocated to speakers may change to better facilitate the meeting. If you are unable to attend the meeting in-person, you are welcome to submit written comments via email to clerk@losgatosca.gov.

Public Comment During the Meeting:

When called to speak, please limit your comments to three (3) minutes, or such other time as the Chair may decide, consistent with the time limit for speakers at a Town meeting.

Speakers at public meetings may be asked to provide their name and to state whether they are a resident of the Town of Los Gatos. Providing this information is not required.

Deadlines to Submit Written Comments:

If you are unable to participate in person, you may email clerk@losgatosca.gov with the subject line "Public Comment Item #_" (insert the item number relevant to your comment). Persons wishing to submit written comments to be included in the materials provided to the Commission must provide the comments as follows:

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

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DRAFT
Minutes of the Diversity, Equity, and Inclusion Commission Meeting
October 15, 2026

The Diversity, Equity, and Inclusion (DEI) Commission of the Town of Los Gatos conducted a regular meeting in person in the Town Council Chambers on Thursday, October 15, 2026, at 5:00 p.m.

CALL MEETING TO ORDER

The meeting was called to order at 5:01 p.m.

ROLL CALL

Commissioners Present: Chair Gordon Yamate and Commissioners Tooba Ahmed, D. Michael Kane, Carmen Lo, Anne Lamborn, and Gregory Gentile.

Commissioners Absent: Vice Chair Diane Fisher and Commissioners Lynn Bruno and Joy Su.

Youth Commission Liaisons Present: Georgina Cobb and Mathilde Skalberg.

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

VERBAL COMMUNICATIONS

Opened public comment.

None.

Closed public comment.

CONSENT ITEMS

1. Approve the Draft Minutes of the September 17, 2026 Diversity, Equity, and Inclusion Commission Regular Meeting.

Opened public comment.

None.

Closed public comment.

MOTION: **Motion** by **Commissioner Gentile** that we approve the minutes from last meeting. **Seconded** by **Commissioner Lo.**

VOTE: **Motion passed unanimously.**

OTHER BUSINESS

2. Provide a Recommendation to Staff Regarding Gathering Community Input and Creating a New Town Tagline that Involves the Spirit of 'Belonging' as a North Star for Ongoing Work (Work Plan Item 8 Related to DEI Plan Goal D, Item 2.a.).

Senior Management Analyst Young presented the staff report.

Opened public comment.

The following individuals spoke during verbal communications:

- Lee Fagot

Closed public comment.

The Commission discussed the item and provided input to staff.

3. Discuss Advising on Ways to Make Visible the Equity Issues that Matter to the Larger Community to Potentially Make a Recommendation to Modify the Work Plan (Work Plan Discussion Item a. Related to DEI Plan Goal A.2.a.).

Opened public comment.

None.

Closed public comment.

The Commission discussed the item.

COMMISSIONER/STAFF LIAISON REPORTS

Staff Liaison Reports
Staff Liaison Young provided a report.

General Commissioner Reports

The following Commissioners reported on various activities: Commissioners Ahmed, Lamborn, Gentile, and Kane.

Other Town Commission Representative/Liaison Reports
Youth Commissioners Cobb and Skalberg reported on the Youth Commission. Commissioner Lamborn reported on the Arts and Culture Commission. Commissioner Gentile reported on the Community Health and Senior Services Commission.

ADJOURNMENT:

The meeting adjourned at 6:01 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of the October 15, 2026, meeting as approved by the Diversity, Equity, and Inclusion Commission.

_____
Holly Young, Senior Management Analyst

DATE: November 13, 2026

TO: DEI Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Discuss Potentially Rescheduling or Cancelling the December DEI Commission Meeting.

REMARKS:

The last regular DEI Commission meeting of 2026 is scheduled for Thursday, December 17 at 5:00 p.m. in Council Chambers. The Town Council may need to use the Council Chambers during this time to conduct Commissioner interviews. The Town's new Councilmembers need to be seated before conducting the Commissioner interviews and availability for scheduling is limited, especially during the end of the year.

If the Town Council needs to use the Chambers during this time, the DEI Commission has two options:

1. Cancel the December DEI Commission meeting.

2. Hold a December Special Meeting on Wednesday, December 16 in the Library conference room at 4:00 p.m. with a hard stop at 5:30 p.m.

There is not another date in December that a Special DEI Commission meeting can be accommodated in the Council Chambers. The Library closes at 6:00 p.m., so a meeting there would need to start at 4:00 p.m. with a hard stop by 5:30 p.m. to allow staff time to clean up after the meeting and have everyone out of the building no later than 6:00 p.m. Please also note that the Library conference room does not have microphones so Commissioners will need to project their voices in order to be picked up on the audio recording should the meeting be held there.

PREPARED BY: Holly Young
Senior Management Analyst

DATE: November 13, 2026

TO: DEI Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Provide a Recommendation to Staff Regarding Creating a New Town Tagline that Involves the Spirit of 'Belonging,' as a North Star for Ongoing Work (Work Plan Item 8 Related to DEI Plan Goal D, Item 2.a.).

REMARKS:

On March 3, 2026, the Town Council approved the work plan for the DEI Commission, which included an item to provide a recommendation to staff regarding creating a new Town tagline that involves the spirit of 'belonging' as a north star for ongoing work.

The belonging tagline could be added to the Town's "Becoming an Inclusive Community" webpage and could also be displayed in public spaces in Town buildings, including the Library and Council Chambers.

On October 15, 2026, the DEI Commission provided input to staff regarding potential belonging tagline options for a survey in order to obtain community input. The options recommended by the Commission and used in the survey were as follows:

a. You Belong in Los Gatos
b. Los Gatos, Where Everyone Belongs
c. Everyone Belongs – Together We Make Los Gatos Better
d. You Are Welcome Here
e. Everyone Belongs Here
f. Welcome All to Los Gatos
g. The Town of Los Gatos Welcomes You
h. A Town for All
i. Los Gatos: A Town for All

There was also a second question with an option for survey respondents to provide their own suggestion, not listed above (not required).

The survey was open and publicized from October 22 to November 10, 2026. It was posted on the homepage of the Town website, in the Town's weekly digital newsletter, and on the Town's five social media platforms. Additionally, it was emailed to all Town Commissioners and staff.

The survey received 167 total responses. The top tagline choice was "The Town of Los Gatos Welcomes You" with 36 votes. The survey results are included as Attachment 1 to this report.

PREPARED BY: Holly Young
Senior Management Analyst

The “write-in” tagline suggestions were as follows:

- I think "A Town for All" reminds readers that the town should be inclusive even to visitors/others not present at that moment. "You Belong in LG" is a close 2nd, for me.
- Everyone Belongs
- Everyone belongs in Los Gatos
- Los Gatos: Many Stories, One Community
- Los Gatos, we all belong.
- Together We Are Better… Welcome to Los Gatos
- Los Gatos embraces all or All is one, one is all.
- Los Gatos is the Cat's Meow
- "Los Gatos: Our Mountain Town Open to All". I think we should include some mention of our towns unique beauty and small town feel.
- Los Gatos: We're the Cat's Meow!
- E Pluribus Los Gatos
- Los Gatos is for everyone
- Humanity lives here
- Welcome to Los Gatos
- Los Gatos-a Happy Place to Live
- Los Gatos. Many Stories. One Community. POV: It celebrates diversity without dividing people into categories. Everyone has a story, and everyone contributes to the town.
- Los Gatos: All Are Welcome Here
- This is your place
- Los Gatos. Better Together. or All of Us. All Los Gatos.
- You belong here.

Staff is now seeking input from the Commission regarding which potential tagline(s) to move forward with. Staff will then draft graphic options with the selected belonging tagline(s) to be presented to the Commission for consideration at a future meeting.

ATTACHMENT:

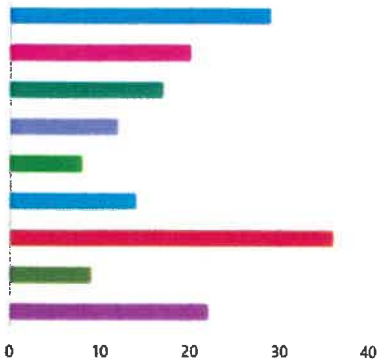
1. Survey Results

Responses Overview

Responses	Average Time
167	04:37

1. Please select your top choice for the belonging tagline from the options below. *(choose one)*

You Belong in Los Gatos	29
Los Gatos, Where Everyone Belongs	20
Everyone Belongs – Together We Make Los Gatos Better	17
You Are Welcome Here	12
Everyone Belongs Here	8
Welcome All to Los Gatos	14
The Town of Los Gatos Welcomes You	36
A Town for All	9
Los Gatos: A Town for All	22



DATE: November 13, 2026

TO: DEI Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Discuss Advising on Ways to Make Visible the Equity Issues that Matter to the Larger Community to Potentially Make a Recommendation to Modify the Work Plan. (Work Plan Discussion Item a. Related to DEI Plan Goal A.2.a.).

REMARKS:

On March 3, 2026, the Town Council approved the work plan for the DEI Commission, which included a discussion-only item (no staff time allocated) to discuss advising on ways to make visible the equity issues that matter to the larger community. Any recommendations resulting from this discussion-only item are limited to modifying the Commission's work plan.

PREPARED BY: Holly Young
Senior Management Analyst