



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 09/12/2024

ITEM NO: 4

DATE: August 30, 2024
TO: Diversity, Equity, and Inclusion Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss a 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:

Discuss a 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 a listening campaign.

The ad hoc working groups were 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 Commissioner Dornaz Memarzia

At its August 8, 2024 meeting, the Commission did not have time to discuss this item in depth.

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REMARKS (continued):

The potential questions previously submitted by Commissioners for the categories of Schools and Businesses are Attachments 1 and 2 to this report.

The Commission should note that its work should not delve into assessing the practices of private businesses, religious groups, and other organizations. Instead, the conversations should stay focused on opportunities to collaborate and learn as a community. The proposed questions attached regarding managing DEI efforts within organizations or DEI approaches used by organizations with their employees/vendors/customers (proposed questions #2 and #4 in Attachments 1 and 2) go beyond the collaboration focus and would need Town Council approval.

The Commission may also consider expanding the language in the proposed questions to include reference to the broader Los Gatos community and how all can come together to further DEI work.

The Commission may also be interested in reviewing the Discovery Report prepared by the Town's DEI Consultant, American Leadership Forum Insights (ALFI), in 2022 which can be found as Attachment 3 to this report. ALFI was selected by the Town to address external DEI goals through Town partnerships with local organizations and the broader community. ALFI engaged with community leaders and Town partners, including the Chamber of Commerce, faith-based organizations, business owners, local school districts, and others in a series of listening sessions to address the level of understanding of the Town's DEI efforts and identify barriers and opportunities. The Discovery Report documents ALFI's approach, high level findings/themes, and recommendations. Some of the recommendations in the report have already been implemented and the remaining recommendations were taken into account during the process of creating the Town's DEI Plan. While the DEI Plan is the prevailing guiding document, the Commission may find the Discovery Report helpful to review as it pursues its own listening campaign.

Staff looks forward to the Commission's continued discussion.

ATTACHMENTS:

1. Potential Questions for Schools
2. Potential Questions for Businesses
3. Discovery Report