



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 09/18/2025

ITEM NO: 3

DATE: September 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?

On June 18, 2025, the Commission unanimously voted to form an ad hoc subcommittee made up of Vice Chair Fisher and Commissioners Kane, Phillips, Ahmed, and Gentile to wrap up five

Prepared by: Holly Young
Senior Management Analyst

PAGE 2 OF 2

SUBJECT: Community Outreach

DATE: September 18, 2025

additional meetings with religious communities before the DEI Commission's August meeting (the DEI Commission's August meeting was cancelled due to lack of quorum). This ad hoc subcommittee is now considered disbanded.

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