

Group: Commissioners Idemoto, Isaacs, Broadhead, and Memarzia

Clarifying the Commission's mission and values. (The DEI Commission Enabling Resolution has language that might be useful: To serve in an advisory capacity to the Town Council regarding matters pertaining to creating equitable opportunities and a sense of belonging within Town. The DEIC is committed to Justice, Equity, Diversity, and Inclusion across all sectors within the Town of Los Gatos and the purpose of DEIC is to work to create more equitable opportunities and increase a sense of belonging for all Los Gatos community members and visitors through community engagement and collaborative activities.)

- General Information: The function of the Commission shall be to serve in an advisory capacity to the Town Council regarding matters pertaining to creating equitable opportunities and a sense of belonging within Town. The DEIC will be committed to Justice, Equity, Diversity, and Inclusion across all sectors within the Town of Los Gatos and the purpose of DEIC is to work to create more equitable opportunities and increase a sense of belonging for all Los Gatos community members and visitors through community engagement and collaborative activities.

Thoughts/Responses/Notes:

Commissioner Idemoto: The function of the DEIC is well-written in the above provided enabling resolution/general information. There isn't anything I would change about the wording. It's pretty overarching and allows the DEIC lots of room to create the aspired equitable opportunities.

Commissioner Isaacs: The function of the DEI Commission shall be to serve in an advisory capacity to the Town Council regarding matters pertaining to increasing cooperation, understanding, and dialog among residents of diverse cultural, religious, socio-economic, racial, and ethnic backgrounds and to promote inclusion throughout the town. The Commission shall also critically consider intersections among these groups to facilitate learning, understanding, and unity. The goal is for everyone who lives in Los Gatos, works in Los Gatos, attends school in Los Gatos, participates in a Los Gatos faith community, or visits Los Gatos to be welcomed, valued, respected, and heard.

Commissioner Broadhead: The enabling resolution/general information regarding the DEIC is well written and is helpful in explaining the full scope of the commission. I believe it may be helpful to create a slogan or "elevator pitch" that can be shorter and easily shared!

Commissioner Memarzia:

Explaining why the Commission was established.

Thoughts/Responses/Notes:

Commissioner Idemoto: Should the background explanation for the DEIC's establishment be generalized or specific to recent events? Looking at the town's demographics... there is an overwhelming majority of White (non-hispanic) individuals in comparison to other ethnicities. Most DEI teams are formed to expose systemic inequities and improve upon feelings of belonging (usually by attacking feelings of othering). Does the establishment of the DEIC imply existing systemic inequities? Or is the DEIC a formality for the town's sake? I am struggling to explain why the commission was established without being too universal with my language (unless universal language is the intended language).

Commissioner Isaacs:

Commissioner Broadhead: I believe the background explanation for the creation of the DEIC should be more generalized and may include a reference to more specific recent events. It is important to reiterate that the creation of the commission was done out of necessity to create a more open and welcoming community.

Commissioner Memarzia:

Linking the Commission's purpose to its work plan.

Thoughts/Responses/Notes:

Commissioner Idemoto: One thought I have pertains to the second recital paragraph in the enabling resolution: "...the role of DEIC is to support and foster new opportunities for marginalized groups in the Town." The Work Plan Goal C Item 1.a. Collaboration with Community should work hand-in-hand with the statement from the enabling resolution. To follow through with the Commission's purpose, we need it reflected in the prioritized goals of the work plan. This is a great linkage.

Commissioner Isaacs:

Commissioner Broadhead:

Commissioner Memarzia:

Potential Key FAQ Questions (would be great to draft some answers for the public view):

1. Why does Los Gatos need affordable housing?

Thoughts/Responses/Notes:

Commissioner Idemoto: Los Gatos needs affordable housing to make good on the town's goal of equity. Equity involves correcting existing inequalities by providing resources so that everyone has what they need to succeed. Non-affordable housing is an obvious inequality that is preventing Los Gatos from welcoming a variety of new town members. By providing affordable housing, we are beckoning in a new youth to our outstanding educational systems (educational systems that guarantee a nurturing of the youth's minds that is not necessarily guaranteed elsewhere).

Commissioner Isaacs:

Commissioner Broadhead:

Commissioner Memarzia:

2. Why are there restrictive covenants?

Thoughts/Responses/Notes:

Commissioner Idemoto:

Commissioner Isaacs:

Commissioner Broadhead:

Commissioner Memarzia:

3. Why do we need to talk about uncomfortable events in the Town's history that we are not proud of?

Thoughts/Responses/Notes:

Commissioner Idemoto: Simply put, it is extremely important that we talk about uncomfortable events in the Town's history that we are not proud of in order to enact immediate and meaningful change. Los Gatos is aware of our history, but do we talk about it enough? Although we might not be proud of some of our history, we can be proud of the change we will make or have made already.

Commissioner Isaacs:

Commissioner Broadhead: It is important to understand our history and the mistakes we have made in the past in hopes to not repeat them!

Commissioner Memarzia:

4. How can we make sure covenants and other exclusionary items don't happen again?

Thoughts/Responses/Notes:

Commissioner Idemoto:

Commissioner Isaacs:

Commissioner Broadhead:

Commissioner Memarzia:

5. How can the Town celebrate its diversity?

Thoughts/Responses/Notes:

Commissioner Idemoto: Community events! Let's collaborate with everyone! New town members and old town members. Youth and Senior citizens. Everything and everyone in between.

Commissioner Isaacs:

Commissioner Broadhead: The town can collaborate with different community partners to highlight different cultures and events throughout the community

Commissioner Memarzia: