



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 06/13/2024

ITEM NO: 4

DATE: June 10, 2024
TO: Diversity, Equity, and Inclusion Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Begin Discussion of Goal B, Items 3.a. and b. Develop a Community Learning Opportunity on Historic Inequities and Develop Diversity, Sensitivity, and Awareness Training.

RECOMMENDATION:

Begin discussion of Goal B, Items 3.a. and b. Develop a Community Learning Opportunity on Historic Inequities and Develop Diversity, Sensitivity, and Awareness Training.

REMARKS:

On February 8, 2024, the DEI Commission added Goal B, Items 3.a. and b. Develop a Community Learning Opportunity on Historic Inequities and Develop Diversity, Sensitivity, and Awareness Training to the Commission's 2024 Work Plan. Below is the language from the Town's [Diversity, Equity, and Inclusion Plan](#) describing the Goal and Action Item:

3. Long Term Action Items

- a. Town staff/DEI Commission/Community Partners to develop a community learning opportunity focused on historical inequities and the history of the Town of Los Gatos. Focused on but not limited to: Indigenous communities; redlining practices; and other items as identified through community partners. ([American Leadership Forum Insights Justice, Equity, Diversity, and Inclusion Implementation Actions, p. 8](#))
- b. Town staff to develop diversity, sensitivity, and awareness training courses and curriculum for residents, business owners, and local organizations to take part in. Training could include, but is not limited to, an informational column in the weekly newsletter and/or links to recommended online materials, lectures, and community engagement events. ([Los Gatos 2040 General Plan, p. 2-9](#))

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":

PREPARED BY: Holly Young
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SUBJECT: Town Event Participation and Commission Outreach Materials

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REMARKS (continued):

- 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?

Commissioner Phillips requested that the resources below be shared with the Commission as related to this item:

- <https://www.sjsu.edu/hri/policy-projects/svpi/index.php>
- <https://www.youtube.com/watch?v=SHmdNn77grQ>

Staff looks forward to the Commission's discussion.