



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 05/15/2025

ITEM NO: 3

DATE: May 7, 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 July 11, 2024, the Commission unanimously voted to create four ad hoc subcommittees 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 subcommittees will need to complete their work and disband by the DEI Commission's **June 18, 2025 meeting next month**.

The ad hoc subcommittees are currently comprised as follows:

- Education/Schools: Commissioners Carmen Lo, Folake Phillips, Ryan Idemoto, and Aanya Singh
- Religious Groups: Vice Chair Diane Fisher and Commissioners D. Michael Kane, Folake Phillips, Tooba Ahmed, and Gregory Gentile
- Businesses: Chair Gordon Yamate and Commissioners D. Michael Kane and Carmen Lo
- Non-Profits/Service Organizations: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Aanya Singh, Varilly Isaacs, and Anne Lamborn

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SUBJECT: Community Outreach

DATE: April 21, 2025

On October 10, 2024, the Commission unanimously voted to move forward with the outreach to schools, religious groups, businesses, and non-profits/service organizations 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?

Attachment 1 contains Commissioner comments.

On April 21, 2025, the Commission requested a recirculation of the list of stakeholders for potential collaboration the Commission put together at the beginning of 2024. That list was originally provided in the DEI Commission's April 11, 2024 agenda packet and can be found as Attachment 2 to this report.

ATTACHMENT:

1. Commissioner Comments
2. Stakeholders