



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 02/08/2024

ITEM NO: 6

DATE: January 15, 2024
TO: Diversity, Equity, and Inclusion Commission
FROM: Laurel Prevetti, Town Manager
SUBJECT: Begin Discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming.

RECOMMENDATION:

Begin discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming.

REMARKS:

At its first meeting, the Commission identified Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming. Below is the language from the Town's Diversity, Equity, and Inclusion Plan describing the Goal and Action Items:

GOAL C: Collaboration. Leverage community resources to ensure equity efforts are collaborative and inclusive.

1. Short Term Action Items

- a. Town staff/DEI Commission/Community Partners to foster collaboration between community groups and other partners engaging in equity work in order to offer joint activities.
 - i. Meet with community partners to determine how they would like to manifest equity learning in the community. Focused on, but not limited to, the following local groups: local businesses; community-based organizations; nonprofits; education partners; faith-based partners; Town Departments; and other Town Commissions.
 - ii. Focus on collaborative projects that promote healing.

Prepared by: Town Manager

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REMARKS (continued):

iii. Evaluate Town spaces available for joint activities and projects and consider how those spaces can be best used to promote equity and belonging.

2. Medium Term Action Items

- a. Town staff/School Districts/Youth to identify needs for both community-based and school-based programming.
 - i. As requested by local schools, share resources that support the schools' equity work.
 - ii. Intentionally connect school districts to community groups for joint projects, centered in art and expression.
 - iii. Host a joint session with community partners and school leaders regarding equity dialogues and in support of their joint planning efforts.
 - iv. Explore the possibility of the Town hosting or partnering on a DEI assembly or event with local schools.

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":

- 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?