



TOWN OF LOS GATOS
FINANCE COMMISSION REPORT

MEETING DATE: 03/13/2023

ITEM NO: 5

DATE: March 9, 2023
TO: Finance Commission
FROM: Laurel Prevetti, Town Manager
SUBJECT: Receive Information on the Town-wide Justice, Equity, Diversity, and Inclusion Plan

RECOMMENDATION:

Receive information on the Town-wide Justice, Equity, Diversity, and Inclusion (JEDI) Plan.

BACKGROUND:

On August 17, 2021, the Town Council unanimously voted to authorize the Town Manager to enter into an agreement for JEDI consultant services with American Leadership Forum Insights (ALFI). ALFI was selected to address the Town's external JEDI goals through Town partnerships with local organizations and the broader community. ALFI specializes in external engagement and dialogue and leveraging community partnerships.

Attachment 1 contains ALFI's final Discovery Report documenting their approach, high level findings/themes, and recommendations. ALFI engaged with community leaders and Town partners, including the Chamber of Commerce, faith-based organizations, business owners, local school districts, and others in a series of listening sessions to assess the level of understanding of the current JEDI efforts and identify barriers and opportunities.

The recommendations were organized under the following topics:

- Collaborative on-going engagement;
- Develop safe spaces;
- Build capacity for the work;
- Connect this work to the vibrancy of the Town economy;
- Intentionally engage school districts and youth; and
- Continue to build affordable housing.

Reviewed by: Town Manager and Town Attorney

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BACKGROUND (continued):

On September 6, 2022, the Town Council unanimously voted to direct the Town Manager to work with ALFI on the development of a formal JEDI Plan. The Plan would fold in the individual recommendations from the Discovery Report and include specific long and short-term goals, action items with timelines, and metrics. The overall goal is to co-create with the community an actionable Plan for the Town of Los Gatos to become a more inclusive place and where all community members feel welcome and a sense of belonging.

In addition, the Town's recently adopted 2040 General Plan includes a Racial, Social, and Environmental Justice Element that includes definitions, goals, policies, and implementation programs (https://losgatos2040.com/images/docs/LGGPU_02_EJ.pdf). The JEDI Plan is intended to function in concert with this Element.

DISCUSSION:

ALFI and Town staff are taking a multipronged approach to gather input on the initial ideas for action items to be included in the JEDI Plan (Attachment 2). These items are based on the recommendations in the Discovery Report and other related Town work. Some of these items are already underway and Attachment 2 includes updates on all the items.

Feedback on the Potential Action Items is being sought from Town Boards, Committees, and Commissions and the greater Los Gatos community. At least one community workshop will be held in Spring 2023 to garner additional public input. Town staff also will be reflecting on the organization internally in terms of how the Town can foster a more diverse workforce, strengthen procedures to protect staff from uncivil behavior, and be more welcoming for all. All of this input will be synthesized into a Draft JEDI Plan and the Town Boards, Committees, and Commissions will have another opportunity to provide comments.

The input of the Town's Boards, Committees, and Commissions is an important piece of the development of the JEDI Plan. The Chair of the Finance Commission requested that staff reach out to each voting member of the Commission to obtain input on the materials rather than use the limited time during the meeting for this discussion. The Town Manager will be reaching out to the individual Commissioners to set up a time to obtain input. Alternatively, Commissioners are welcome to submit their comments in writing to the Town Manager.

To guide the discussion in the individual meetings/conversations, the following framework may be useful:

1. Overall input on the Potential JEDI Plan Action Items in Attachment 2.
2. How should we define "inclusion" and "belonging" in Los Gatos?

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DISCUSSION (continued):

3. How do justice, diversity, equity, and inclusion intersect with the work of your Board/Committee/Commission?
4. How can your Board/Committee/Commission help to increase equity and inclusivity in Los Gatos?
5. How can we measure success?
6. Other ideas for how the Town Government organization as a whole can work toward a more equitable and inclusive Los Gatos.

CONCLUSION:

Staff looks forward to the Commission member's feedback either in writing or in a separate conversation.

COORDINATION:

This report was coordinated with all Town Departments.

FISCAL IMPACT:

There is no fiscal impact associated with the development of the JEDI Plan.

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachments:

1. ALFI Discovery Report
2. Potential JEDI Plan Action Items