



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 03/03/2026

ITEM NO: 4

DATE: February 23, 2026
TO: Mayor and Town Council
FROM: Chris Constantin, Town Manager
SUBJECT: **Approve the 2026 Diversity, Equity, and Inclusion (DEI) Commission Work Plan**

RECOMMENDATION: Approve the 2026 Diversity, Equity, and Inclusion (DEI) Commission work plan.

FISCAL IMPACT:

No fiscal impact is associated with this item.

STRATEGIC PRIORITY:

This item pertains to the following Strategic Priority: Ensure all residents and visitors feel a sense of belonging in Los Gatos, maintaining and enhancing the Town as a welcoming, family-oriented, safe, and inclusive community (Goal: Civic Engagement). It also pertains to the Core Goal of Good Governance.

BACKGROUND:

In order to provide Town Commissions/Committees/Boards (Commissions) clarity from the Town Council regarding their work, staff recommends the Town Council review and approve each Commission's work plan for the year. This will ensure Council support, efficient use of Commissioners' time, and sufficient staff resources for the Commission's projects in 2026.

Certain Commissions are exempt from this process due to their specific functions. The exempt Commissions have items presented to them for consideration rather than the Commissions creating their own work plans. These exempt Commissions include the Planning Commission, General Plan Committee, Historic Preservation Committee, and Personnel Board.

PREPARED BY: Holly Young
Senior Management Analyst

Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Administrative Services Director

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SUBJECT: DEI Commission Work Plan

DATE: March 3, 2026

DISCUSSION:

In coordination with other Town Departments, staff reviewed the Town DEI Plan (Attachment 1), taking workload, time commitment, and alignment with Council priorities into consideration in order to determine a reasonable list of items that could be accomplished by the Commission in the coming year with existing resources.

In past years, the Commission has expressed a need to have broader discussions on general topics from the Town DEI Plan before it can determine specific work plan item(s) that may address the broader topic. This is addressed by including these discussion topics in a separate section of the work plan under the heading "Items for discussion only (no staff time allocated)."

The DEI Commission discussed the recommended work plan at its regular meetings on January 15 and February 19, 2026. The Commission recommended adding the following work plan items:

- Discuss participation in the Youth Commission Multicultural Event on April 11 (related to DEI Plan Goal B, Item 2.b.)
- Commission to conduct outreach to the community in the categories of education/schools, religious groups, businesses, and non-profits/service organizations regarding opportunities for collaboration (related to DEI Plan Goal C, Item 1.a.i.).
(Discussion Only)

With those changes, the Commission moved unanimously to recommend the work plan in Attachment 2 for Council approval.

Staff is amenable to the two changes requested by the DEI Commission.

The 2026 work plan does not preclude the Commission from discussing other topics within its purview. The Commission may discuss items not on the Work Plan, but staff time will not be available for those items.

CONCLUSION:

Staff recommends the Council approve the 2026 work plan as recommended by the Town's Diversity, Equity, and Inclusion (DEI) Commission in Attachment 2. The addition of more items to this work plan would impact staff capacity and is not recommended for the 2026 calendar year.

ENVIRONMENTAL ASSESSMENT:

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

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SUBJECT: DEI Commission Work Plan

DATE: March 3, 2026

Attachments:

1. Town DEI Plan
2. DEI Commission Recommended 2026 Work Plan