



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 10/10/2024

ITEM NO: 5

DATE: October 4, 2024

TO: Diversity, Equity, and Inclusion Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Discuss a Listening Campaign for Outreach to Community Partners in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations (Work Plan Item Regarding Collaboration with Community Organizations Goal C, Item 2.a. Community- and School-Based Programming).

RECOMMENDATION:

Discuss a listening campaign for outreach to community partners in the categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations (Work Plan item regarding Collaboration with Community Organizations Goal C, Item 2.a. Community- and School-Based Programming).

REMARKS:

At its July 11, 2024 meeting, the Commission unanimously voted to create four ad hoc working groups 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 working groups are currently comprised as follows:

- Education/Schools: Commissioners Carmen Lo, Varily Isaacs, Folake Phillips, Ryan Idemoto, and Aanya Singh
- Religious Groups: Vice Chair Diane Fisher and Commissioners D. Michael Kane and Folake Phillips
- Businesses: Chair Gordon Yamate and Commissioners Pradeep Khanal and Carmen Lo
- Non-Profits/Service Organizations: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioner Aanya Singh

Prepared by: Holly Young
Senior Management Analyst

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On September 12, the Commission discussed the item including the fact that the work should not delve into assessing the practices of private businesses, religious groups, and other organizations without Council direction. Instead, the conversations should stay focused on opportunities to collaborate and learn as a community. The questions that were previously proposed regarding managing DEI efforts within organizations or DEI approaches used by organizations with their employees/vendors/customers (proposed questions #2 and #4 in Attachments 1 and 2) go beyond the collaboration focus and would need Town Council approval.

The Commission may also consider expanding the language in the proposed questions to include reference to the broader Los Gatos community and how all can come together to further DEI work.

Staff looks forward to the Commission's continued discussion of this item.

ATTACHMENTS:

1. Previously Submitted Potential Questions for Schools
2. Previously Submitted Potential Questions for Businesses