

From: [REDACTED]
To: Clerk
Cc: [REDACTED]
Subject: Comments for Item 11
Date: Monday, October 2, 2023 1:36:16 PM

[EXTERNAL SENDER]

Diversity, Equity, and Inclusion initiatives have been popular among governments and institutions in the past decade or so. Our institutions are being taken over by this poisonous mentality which promotes a narrative in which exists only oppressors and victims. Collective victimhood, which is promoted by these DEI programs sets people up to feel like they can never succeed BECAUSE of immutable characteristics. Furthermore, experts who study this trend have not found any evidence that they actually work. "A Harvard professor analyzed studies of them and says, "Sadly enough, I did not find one single study which found that diversity training leads to more diversity.'" (<https://www.ocregister.com/2023/03/22/john-stossel-diversity-equity-and-inclusion-trainings-are-just-scams/>)

It's not that Los Gatos doesn't have a problem. All three of my children have been personally targeted due their religion, starting in middle school. I'd like to find an effective solution but I don't think this is the one. I also don't think we have the budget or human capital to spend on consultants or commissions on this matter when the town has other, more pressing needs.

Is there any path to getting this decision reversed?

If we do go through with adopting a new enabling resolution, please consider adopting a portion or all of a more inclusive definition and mission. Include diversity of viewpoint as one of the goals of the new commission. Consider adopting a pro-human approach similar to the one promoted by FAIR (fairforall.org)

FAIR believes that diversity, equity, and inclusion are laudable goals for any institution, as they increase a sense of belonging and allow each individual to bring their personality, background, and perspectives to the table. FAIR uses the commonly understood meanings of these words: "Diversity" refers to the existence of unique individuals with different experiences. "Equity" refers to the quality of being fair and impartial. "Inclusion" refers to welcoming diverse people and viewpoints and making all people feel a sense of belonging, regardless of their immutable traits. FAIR recognizes and understands that others may use these terms differently, but we do not cede the values they are intended to represent. Institutions benefit from pro-human efforts at diversity, equity, and inclusion because they allow individuals to see themselves and others as full human beings instead of representatives of identity groups.

To address the specific revised enabling resolution that you are considering:

- The resolution states that "the role of DEIC is to support and foster new opportunities for marginalized groups in the Town." How are "marginalized groups" defined and who

defines them? Will “new opportunities” solve the problem that you believe exists in our Town?

- As far as membership is concerned: “The Town is seeking a diversity of members...” and then the Commission is limited to 11 members. Who’s to say that 11 members is the right number? Ironically, the Commission by definition is not diverse. It includes certain groups and excludes others. What about diversity of...place of birth, viewpoint, lifestyle, weight, renter vs. homeowner, etc.?
- How is the effectiveness of the DEIC to be measured?

I am passionately opposed to DEI as it is commonly implemented.