



**TOWN OF LOS GATOS
COUNCIL POLICY COMMITTEE REPORT**

MEETING DATE: 3/23/2021

ITEM NO: 3

DATE: March 16, 2021
TO: Council Policy Committee
FROM: Laurel Prevetti, Town Manager
SUBJECT: Review Town of Los Gatos Justice, Equity, Diversity, and Inclusion Efforts and Future Work Plan Items

RECOMMENDATION:

Review Town of Los Gatos justice, equity, diversity and inclusion efforts and future work plan items.

BACKGROUND:

The Town of Los Gatos values justice, equity, diversity, and inclusion (JEDI). The Town works proactively to ensure the rights and opportunities of everyone in Los Gatos and opposes any attempts to undermine the safety, security, and rights of any members of our community. The Town promotes equal treatment, equitable distribution of and access to resources, and engagement in issues affecting the lives of residents, workers, and visitors. The Town does not tolerate discrimination, racial injustice, or police brutality. The Town works toward realizing the values of diversity, equity, and inclusion by taking specific actions to become a more inclusive community.

In May of 2017, the Town Council affirmed a commitment to Los Gatos being a diverse, supportive, equitable, and inclusive community. The Resolution can be viewed as Attachment 1 to this report.

In the first half of 2020, the senseless killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and many others as a result of discrimination and inequity shone a spotlight on racial justice issues at national and local levels. Since late May of 2020, the Town has received considerable input from the public regarding Police reform and other issues surrounding equity and inclusion in Los Gatos. Input has been provided via email and public comment at Town meetings.

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Management Analyst

Reviewed by: Town Manager, Assistant Town Manager, and Town Attorney

BACKGROUND (continued):

On June 5, 2020, the Town affirmed its commitment to stand in solidarity with the black community with a Proclamation from the Mayor. The Proclamation can be viewed as Attachment 2 to this report.

On June 17, 2020, the Mayor of Los Gatos signed the Obama Foundation's Mayor's Pledge, committing to review Police Department standards, report back to the community, and work on reforms.

On June 19, 2020, the Town launched a new webpage "Becoming an Inclusive Community," dedicated to outlining the shared values of justice, diversity, equity, and inclusion. In naming the new webpage "Becoming an Inclusive Community," the Town acknowledged that there is work to do and by clearly stating the commitment to inclusivity and diversity, the Town strives to take the steps needed to reach that goal. The dedicated webpage can be viewed at www.LosGatosCA.gov/Inclusivity and is kept updated on a regular basis with Town efforts and current information.

The Inclusivity webpage is designed as a single point of access for all of the Town's efforts around justice, equity, diversity, and inclusion. Highlights include:

- Community Conversations: In 2020, the Town hosted three community workshops via teleconference to foster dialogue on racial and social justice and how Los Gatos can be more welcoming for all. The three conversations covered Police Reform, Housing, and the Inclusivity webpage contains the full video recordings, presentations, and other information associated with these conversations.
- Council DEI Actions: Summaries of all DEI Council actions are included on the Inclusivity webpage with links to pertinent Council agendas, reports, and recordings. This includes the recent addition to the Council's Strategic Priorities to focus on diversity, equity and inclusion throughout the Town's work.
- Police Reform: While a prominent part of the Council's work on DEI, this effort is called out separately. Work is underway to create an Independent Police Auditor function, take a deeper dive into traffic stop data, work collaboratively with the County on mental health calls, and consider options for responses to non-emergency calls. Quarterly reports are scheduled with the Council to review progress and determine next steps.
- Inclusivity and the Police Department: To improve transparency and learn about the Department's commitment to compassionate community policing, this portion of the website defines the Department's vision and mission; explains its current best practices regarding body worn cameras, training, and other community policing practices;

BACKGROUND (continued):

identifies new programs to help Officers understand unique needs of residents through the Special Needs Awareness Program; and includes links to the Department's Use of Force Policy and the entire Policy Manual.

- Current JEDI Efforts in the Town's Work: The Town's efforts to become more inclusive include adding a Racial, Social, and Environmental Justice Element to the General Plan Update; creating gender neutral language in the Town Code; expanding the "Outside the Box" utility box art program to integrate diversity, equity and inclusion together with themes of a sense of community, sustainability, and creativity; and recording oral histories of Black, Indigenous, and People of Color (BIPOC) and promoting the stories through Library offerings.

In addition to the webpage, in June 2020 the Town also launched a dedicated email address of Community@LosGatosCA.gov, through which diversity, equity, and inclusion information, requests, reports, complaints, and comments may be shared with the Town.

DISCUSSION:

Justice, Equity, Diversity, and Inclusion in the Town's Work

In January 2021, the Town Council added DEI to the FY 2021-2023 Strategic Priorities. The Town Manager's Office took immediate action and directed all Departments to use a lens of justice, equity, diversity, and inclusion (JEDI) in the development of the Town budget and capital program, delivery of services, preparation of policy documents, and the creation of all new programs, projects, and policies. All proposed policies and ordinances will be reviewed in this context.

The Mayor requested study sessions in 2021 with each of the Town's Board, Commissions, and Committees to thank the members for their service to Los Gatos, review accomplishments, consider future work items, and discuss the incorporation of diversity, equity, and inclusion into their work plans. For example, the Parks and Public Works Director and members of the Complete Streets and Transportation Commission recently attended a UCLA lecture series on "Race in Transportation" to learn and explore ideas for making Town transportation more equitable. These study sessions are scheduled to continue through June 2021.

Proposed Work Plan

Moving forward, as the Town continues to work toward justice, diversity, equity, and inclusion, staff drafted a Town-wide work plan which can be found as Attachment 3 to this report. The work plan contains specific action items and is broken down into the categories of Town

PAGE 4 OF 4

SUBJECT: Justice, Diversity, Equity, and Inclusion

DATE: March 23, 2021

DISCUSSION (continued):

operations, community engagement, Boards and Commissions, government transparency, Police reforms, personnel, land use, and communications. This is intended to be a one-year work plan, recognizing that once the new General Plan is adopted, additional work items will be added from the Racial, Social, and Environmental Justice Element. The work plan is also expected to be a living document for the Policy Committee to review and modify during the year.

As progress is made on the items, status updates will be brought to the Policy Committee and posted to the Town's Inclusivity webpage. The Committee would be the central place for community engagement on these items, hold the Town Manager accountable for the work plan, and determine which topics need full Council discussion.

CONCLUSION:

Staff looks forward to public feedback, and discussion and direction from the Committee regarding Town justice, diversity, equity, and inclusion efforts and the future work plan.

FISCAL IMPACT:

Discussion of this item does not have a fiscal impact. There may be various fiscal impacts associated with some of the work plan items, most of which can be absorbed in the existing Budget.

ENVIRONMENTAL ASSESSMENT:

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

Attachments:

1. Council Resolution 2017-024
2. June 5, 2020 Proclamation of the Town of Los Gatos
3. Draft Justice, Diversity, Equity, and Inclusion Work Plan