



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 09/19/2023

ITEM NO: 12

DATE: September 14, 2023
TO: Mayor and Town Council
FROM: Laurel Prevetti, Town Manager
SUBJECT: Consider Adopting an Enabling Resolution to Establish an Equity Commission Entitled the Unity and Solidarity Commission and Direct its Recruitment with the Annual Fall Commission Recruitment

RECOMMENDATION:

Consider adopting an Enabling Resolution (Attachment 1) to establish an equity commission entitled the Unity and Solidarity Commission and direct its recruitment with the annual fall Commission recruitment.

BACKGROUND:

In 2021, Town staff began to identify Town processes, policies, and other Town work that would enhance equity and inclusion in Los Gatos. In addition, the adopted 2040 General Plan contains a new Racial, Social, and Environmental Justice Element. On August 17, 2021, the Town Council approved engaging ALF Insights (ALFI), the consulting arm of American Leadership Forum Silicon Valley, to complete a phase of discovery, engaging community partners to ascertain their understanding of the Town's Justice, Equity, Diversity, and Inclusion (JEDI) work to date as well as gather input on equity and inclusion efforts in the Town. ALFI summarized the themes and ideas gathered in those meetings and provided a set of recommendations in a Discovery Report accepted by the Town Council on September 6, 2022.

Also on September 6th, the Town Council directed the Town Manager to continue work with ALFI to assist in strategizing and identifying Justice, Equity, Diversity, and Inclusion (JEDI) Implementation Actions to include clear goals and action items.

DISCUSSION:

To do this work, ALFI convened a Community Advisory Group to move the Discovery Report recommendations forward and provide concrete steps for implementation. The Community

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

PAGE 2 OF 3

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DATE: September 14, 2023

DISCUSSION (continued):

Advisory Group utilized the initial Discovery Report recommendations as a jumping off point for their dialogues. Attachment 2 contains the Implementation Actions as the summary of that work. This product complements the Town's larger JEDI Plan and other potential implementation actions, which are scheduled to come before the Council on October 17, 2023 as discussed in more detail under Conclusion and Next Steps.

To provide context to the work, definitions were identified (Attachment 3), many of which are based on the adopted Racial, Social, and Environmental Justice Element. A status of the Town's implementation of ALFI's initial Discovery Report and other JEDI actions is contained in Attachment 4.

One of the most significant recommendations of the Community Advisory Group is the establishment of a new Commission, entitled the Unity and Solidarity Commission (TUSC). Its purpose would be to work to create more equitable opportunities and increase a sense of belonging for all Los Gatos community members and visitors through community engagement and collaborative activities. It would be an advisory Commission to the Town Council to help the Town implement its JEDI Plan.

The proposed composition of 15 people is larger than the majority of the Town's Commissions to reflect a broad spectrum of perspectives and include members from other Town Commissions (see Attachment 1). Specifically,

- Two Youth Commissioners;
- One Arts and Culture Commissioner;
- One General Plan Committee Member;
- One Community Health and Senior Services Commissioner;
- One Town of Los Gatos business owner and resident;
- Two Town of Los Gatos business owners or employees who may or may not reside in Los Gatos;
- One Town of Los Gatos faith leader who leads a congregation in Los Gatos but does not reside in Los Gatos;
- One Town of Los Gatos non-profit employee who may or may not reside in Los Gatos; and
- Five Town of Los Gatos residents.

Should the Council establish TUSC, staff further recommends that the Council direct its recruitment to occur this fall with the Town's annual Commission recruitment. Staff would create an application specifically for this Commission. Interviews for vacancies on all

PAGE 3 OF 3

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DATE: September 14, 2023

DISCUSSION (continued):

Commissions are tentatively scheduled for December 6, 2023. Once seated, TUSC would meet monthly beginning in January 2024.

CONCLUSION AND NEXT STEPS:

Staff recommends that the Council adopt an Enabling Resolution for the Unity and Solidarity Commission and direct its recruitment with the Town's annual fall Commission Recruitment.

Staff intends to return to the Town Council on October 17, 2023 to discuss the overall JEDI Plan for the Town, including the Implementation Actions recommended by ALFI (Attachment 2). Given the other important business of the Town on the September 19th, a separate agenda item allows the Town Council to consider all of the JEDI Plan action items together and prioritize the initial work of the new Commission.

COORDINATION:

The preparation of this report was coordinated with the Town Attorney.

FISCAL IMPACT:

There is no monetary impact with the creation of a new Commission.

The creation of a new Commission does add new work to the Town Manager's Office at a time when it is also absorbing Council Strategic Priorities related to the Senior Roadmap and the Town's unhoused residents. A new Commission would also increase the workload for the Town Attorney and Town Clerk. If Council approves the new Commission, workload items would be redistributed among existing staff to handle the monthly meetings beginning in January 2024.

ENVIRONMENTAL ASSESSMENT:

The establishment of a new Commission is not a project defined under the California Environmental Quality Act, and no further action is required.

Attachments:

1. Draft Enabling Resolution
2. Justice, Equity, Diversity, and Inclusion (JEDI) Implementation Actions
3. Definitions
4. February 2023 Update on Discovery Report and Town Work Plan Items