



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 02/19/2026

ITEM NO: 2

DATE: February 13, 2026
TO: Diversity, Equity, and Inclusion Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Review Recommended Commission Work Plan Items for 2026 and Make a Recommendation to the Town Council.

RECOMMENDATION:

Review recommended Commission Work Plan items for 2026 and make a recommendation to the Town Council.

REMARKS:

In order to provide the Commission clarity from the Town Council regarding its work, the proposed 2026 Commission Work Plan will be taken to the Town Council for review and approval. This will ensure Council support, efficient use of Commissioners' time, and sufficient staff resources for the DEI Commission's projects in 2026.

In coordination with other Town Departments, staff has reviewed the Town DEI Plan (Attachment 1), taking workload, time commitment, and alignment with Council priorities into consideration. Staff recommends the items on Attachment 2 for the 2026 DEI Commission Work Plan. Staff believes that with existing resources, it is reasonable that these items can be accomplished in the coming year. Item 7 on Attachment 2 will likely take the Commission some time to complete, but if the Commission completes the other work plan items, it could potentially start on this item in 2026.

Staff understands that the Commission may 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. The recommended Work Plan reflects this under the heading "Items for discussion only (no staff time allocated)." Items in this category should be from the Council-approved Town DEI Plan.

Prepared by: Holly Young
Senior Management Analyst

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SUBJECT: 2026 Work Plan

DATE: February 19, 2026

The Commission may review the recommended 2026 Work Plan, discuss, provide input, and ultimately make a recommendation to the Town Council. Staff will evaluate the Commission's recommendation based on current staff and budget capacity and present its recommendation to the Town Council for consideration.

ATTACHMENTS:

1. Town DEI Plan
2. Recommended 2026 Work Plan