

From: [Folake Phillips](#)
To: [Holly Young](#)
Subject: Topics I will like to bring up at the next meeting
Date: Tuesday, January 21, 2025 5:05:43 AM

[EXTERNAL SENDER]

Hello Holly,

Hope you had a wonderful Martin Luther King Jr. Day weekend.

Below are the topics that I would like to request that the commission agendas for discussion at the February meeting.

- Exploring inclusionary zoning at underutilised Town properties as a way to continue to meet the State of California's minimum for affordable housing and combating housing security
- Discussing in more details, ways the Town can take meaningful action to inform, educate and protect community members under the current political climate
- Los Gatos certified welcoming discussions and intentional steps I shared the resource to you prior. Kindly share with the other commissioners

Thank you.

Warmest Regards,
Folake Phillips
Founder and Executive Director AWQ



W: www.awocenter.org

**MT. PLEASANT ELEMENTARY SCHOOL DISTRICT
RESOLUTION #24/25-12**

**RESOLUTION TO REAFFIRM SUPPORT FOR EQUAL ACCESS TO EDUCATION FOR ALL
CHILDREN AND FAMILIES REGARDLESS OF IMMIGRATION STATUS**

WHEREAS, the U.S. Supreme Court held, in *Plyler v. Doe*, 457 U.S. 202 (1982), that local school districts have a constitutional mandate to educate all students residing within their jurisdictional boundaries, regardless of their immigration status; and

WHEREAS California law affords all persons in public schools equal rights and opportunities at educational institutions, regardless of their nationality, immigration status, race or ethnicity, religion, ancestry, disability, age, gender, sexual orientation, gender identity, transgender status, marital status, pregnancy status, or veteran status (Ed Code 200); and

WHEREAS California law prohibits schools that receive state financial assistance from discriminating on the basis of immigration status in any program or activity, including, but not limited to, free and reduced breakfast and lunch, transportation, extracurricular activities, athletics, awards, institutional scholarships, and educational instruction (Ed Code 220); and

WHEREAS the Family Educational Rights and Privacy Act (FERPA) and Administrative Regulation 5145.13 prohibit disclosure of personally identifiable student information to immigration enforcement authorities without the consent of a parent or guardian, a court order, or judicial subpoena; and

WHEREAS California law and Board Policy 5145.13 prohibit schools from collecting or maintaining documents that may be related to immigration status including, but not limited to, passports, visas, and social security numbers, as they are not needed by school districts and place student privacy at an unnecessary risk (Ed Code 234.7); and

WHEREAS, Board Policy and Administrative Regulation 5145.13, in alignment with the model policy developed by the California Attorney General¹, prohibits school administrators from granting immigration enforcement officials immediate access to a school campus, or providing assistance with immigration enforcement, absent exigent circumstances or presentation of a federal judicial warrant; and

WHEREAS, California law and Board Policies 5131.2, 5145.9, and 5137, guarantee all students the right to attend school free of bullying, fear, intimidation, and discrimination (Ed Code 234.1); and

WHEREAS, the Governing Board of the Mt. Pleasant Elementary School District recognizes that, in order for students to have the capacity for learning and academic achievement, students and families must feel safe attending, sharing information, participating in activities, and traveling to and from school; and

WHEREAS 68% of teachers and administrators reported a drop in attendance and 45% reported a decline in parent involvement, which is critically important to student success, when federal immigration enforcement policies changed between 2016 and 2020²; and

WHEREAS 37% of parents and teachers reported an increase in race-related bullying when Deferred Action for Childhood Arrivals (DACA) protections were threatened in 2018³; and indicated a 79% increase in behavior or emotional problems; and

¹ <https://oag.ca.gov/sites/all/tiles/agweb/pdfs/bcj/school-guidance-model-kl2.pdf>

² <https://www.civilrightsproject.ucla.edu/news/press-releases/2018-press-releases/first-of-its-kind-survey-reveals-alarming-impact-of-immigration-enforcement-on-public-schools>

³ Ibid

WHEREAS the Mt. Pleasant Elementary School District is committed to providing a safe, secure, and positive climate for learning in which all students and their families feel welcome; now

THEREFORE, BE IT RESOLVED that the Governing Board of the Mt. Pleasant Elementary School District reaffirms its commitment to protect equal access to education for all students, regardless of immigration status, and to promote inclusiveness, kindness, and respect for all students, families, and staff; and

BE IT FURTHER RESOLVED that all Mt. Pleasant Elementary School District schools and programs are considered a safe haven for students and their families to the fullest extent allowed by law and in accordance with Board Policies and Administrative Regulations; and

BE IT FURTHER RESOLVED that Mt. Pleasant Elementary School District schools and programs provide multi-language resources for its students, staff, and their families in partnership with cities and the county on legal assistance, immigrant rights, educational resources, mental and physical healthcare, and public safety; and

BE IT FURTHER RESOLVED that the Mt. Pleasant Elementary School District will facilitate work with labor partners, community-based organizations, and immigration advocates to provide training and support for students, staff and their families on immigrant rights, understanding various legal statuses, and the overall health and well-being of those affected by changes in immigration policies; and

BE IT FURTHER RESOLVED that the Mt. Pleasant Elementary School District will strongly oppose any effort to create federal laws, policies, or practices that require school districts to cooperate with immigration enforcement actions and invalidate constitutional protections. We reaffirm the authority of the Superintendent of Schools to protect the data and identities of students, their families, and personnel to the fullest extent provided by the law and in accordance with Board Policies and Administrative Regulations; and

BE IT FURTHER RESOLVED that the Mt. Pleasant Elementary School District will include in its legislative agenda advocacy at the state and federal levels for Deferred Action for Childhood Arrivals, Temporary Protective Status, and Refugee Settlement Programs, as well as oppose any legislation for the expansion of border walls, family separation policies, a Muslim registry system, and eroding civil rights protections of vulnerable communities; and

BE IT FURTHER RESOLVED that the Mt. Pleasant Elementary School District will not provide assistance to the U.S. Immigration and Customs Enforcement (ICE) in the enforcement of federal civil immigration law and mandates. Therefore, ICE will not be permitted access to Mt. Pleasant Elementary School District programs or personnel except in the rare instances in which Mt. Pleasant Elementary School District is provided with a criminal warrant; and

BE IT FURTHER RESOLVED that the Mt. Pleasant Elementary School District personnel are encouraged to support students and families who express concern about immigration enforcement actions at school, including students who may not be attending school because of such concerns, through referrals to online and community-based legal services organizations that provide resources for immigrant families.

PASSED AND ADOPTED by the Governing Board on January 15, 2025, by the following vote:

AYES:

NOES:

ABSENT:

I, Melissa Got-Lopez, Clerk of the Governing Board, do hereby certify that the foregoing was passed and adopted by the Board at a regularly called and conducted meeting held on said date, a copy of which is on file in the office of said Board.

Clerk to the Governing Board

From: [Gordon Yamate](#)
To: [Holly Young](#)
Cc: [Katy Nomura](#)
Subject: DEI Commission Work Plan Items
Date: Thursday, January 30, 2025 11:26:01 AM
Attachments: [Proposal to Review Los Gatos Affordable Housing Policy and Guidelines.docx](#)
[Proposal to Continue Los Gatos Restricted Covenant Program.docx](#)
[Proposal to Rename DEI Commission.docx](#)

[EXTERNAL SENDER]

Hi Holly—here are three work plan items that I'd like to add to our February meeting materials for consideration as we review our work plan. Please let me know if you have any questions. Thanks!

Gordon Yamate
[REDACTED] (mobile)
[REDACTED]

Proposal to Continue the Restrictive Covenants Project for the Town of Los Gatos—Work Plan Item B.2.a.

We were advised by staff that the restricted covenants project can be closed and a new work plan item may be opened in the future for developments relating to this project.

Councilmember Moore has suggested that we keep this project open as a standing project. We agree with that approach as ongoing work involves the following:

- (1) We understand that the Town will undertake to post information relative to this project on the Town website per the DEI Commission's recommendation. We would want to monitor and contribute to that effort.
- (2) We are still in the process of collecting responses from our outreach to title companies.
- (3) We would like to explore collaborations with the Los Gatos Public Library and/or the New Museum of Los Gatos to provide additional information on some of the findings to date (e.g., Santa Clara County Recorder's Office/Office of the County Clerk has identified a high concentration of restricted covenants in Redwood Estates).
- (4) We would like to explore additional community educational opportunities on this topic, including possible addition of this subject matter to the teaching curriculum of Los Gatos schools.

Proposal to Rename Diversity, Equity and Inclusion Commission—Work Plan Item D. 2.a.

Last year, one of the first items of business we considered was whether it was necessary or advisable to rename the Diversity, Equity and Inclusion Commission in light of the then recent U.S. Supreme Court decision on affirmative action, actions by various states to outlaw DEI programs and mounting lawsuits against companies to dismantle their DEI programs. We did not choose to rename the Commission, believing that the Commission's mandate was clear, the terminology was established and recognized, and we shouldn't be pressured by outside forces to capitulate, especially when driven by forces with racially discriminatory motives. Now, a year later, the Federal government has taken action to defund and dismantle DEI programs within their ranks and jurisdiction. It seems appropriate to revisit this issue. We may choose to consider one or more of the following questions.

- (1) Has the Town's exposure to lawsuits, whether valid or not on the merits, increased by virtue of the current action?
- (2) Are there better ways of describing what this Commission does?
- (3) Do people feel threatened when they are associated with DEI values and efforts?
- (4) Words like "affirmative action" have been largely abandoned because of the stigma and meaning attached to those words, whether valid and/or accurate or not. Should our action be guided by similar reasoning?
- (5) Do we find our work to be meaningful and significant in educating the public and building community around important values?

Proposal to Review the Town of Los Gatos Affordable Housing Program and Guidelines—Work Plan Item E.1.

Los Gatos Resolution 2020-040 Regarding Below Market Price Housing Program and Guidelines provides a process for one of the most prominently advocated solutions to address the problem of highly segregated communities—the critical need to ensure an appropriate supply of affordable housing. On its face, affordable housing appears like a rational, logical approach to help create a more diverse and inclusive community. Without it, there would be little or no possibility over time of ever building a more integrated community. However, the mere existence of affordable housing does not necessarily ensure that people of color will have ample opportunity to find housing in Los Gatos. If the process by which affordable housing is allocated and awarded tolerates favoritism, lacks transparency or practically denies access to diverse individuals and families, the ability to erode existing segregation will be compromised. Affordable housing is already a scarce commodity very much in demand throughout the Bay Area.

On my first quick reading, the 2020 affordable housing modifications appear to provide a fair structure and process for making opportunities for affordable housing to be equitably administered. However, are there additional enhancements to the process that would ensure a level affordable housing playing field and provide greater opportunities for BIPOC individuals who desire to live in Los Gatos? Applying a DEI lens to the program and guidelines may be helpful in uncovering loopholes and other unintended consequences. If the DEI Commission review ends up with few or no recommended changes, that would validate the good work that was invested in the program changes in 2020. This review would not only encompass program policy and guidelines, but whether the program in practice is actually administered fairly and equitably. Our listening inquiry with property owners offering affordable housing in Los Gatos may reveal improvements to the process.

As part of this inquiry, the DEI Commission would be encouraged to look to see if there is a plausible causal link between offering an affordable housing program and creating a less segregated community. It may be helpful to develop criteria by which improvement can be effectively measured. The DEI Commission should also consider how change (if any) is perceived—how more welcoming is Los Gatos perceived to be compared to now? Other factors, including how the program is communicated, may be critical to the success of an affordable housing program. Finally, should property owners offering affordable housing be publicly recognized for their contributions in making the Town of Los Gatos less segregated and more welcoming to all individuals and families?

From: [Carmen Lo](#)
To: [Holly Young](#)
Subject: Re: February 13 DEI Commission Meeting
Date: Wednesday, February 5, 2025 9:59:07 PM

[EXTERNAL SENDER]

Hello Holly,

I'd like to include the following comments regarding the DEI Commission's Work Plan for 2025. Thank you!

1. Commission to review staff's recommendation for the Town Council regarding a new Fall Festival for 2025 and provide a recommendation for staff's consideration in the proposal to Town Council (related to DEI Plan Goal B., Item 1.a.).
 2. Commission to discuss participation in the new Town Fall Festival (related to DEI Plan Goal B., Item 1.a.).
 - ~~3. Commission to review the Library's existing DEI reading lists and make a recommendation to staff regarding material that staff may consider adding. (related to DEI Plan Goal B, Item 4.d.)~~
To be replaced with "DEI Commission to recommend additional action items to the Town Council to make visible the equity issues that matter to the larger community, including action items to promote the safety and inclusivity of community members who do not feel safe. (related to DEI Plan Goal A., Item 2.a.)"
 4. Commission to conduct outreach to the community in the categories of (1) education/schools, (2) religious groups, (3) businesses, and (4) non-profits/service organizations regarding opportunities for collaboration. Provide a recommendation to staff regarding opportunities to collaborate. (related to DEI Plan Goal C, Item 1.a.)
- New Item:
5. Commission to create an education campaign to dispel the misconceptions surrounding affordable housing, and investigate ways to attract affordable housing developers to the Town of Los Gatos. (related to DEI Plan Goal E, Item 1, a and b)

On Tue, Feb 4, 2025 at 9:17 AM Holly Young <HYoung@losgatosca.gov> wrote:

Good morning DEI Commissioners,

Just a friendly reminder – if you have anything to be published in the agenda packet for the February 13 meeting, please send to me by tomorrow, February 5. Thank you!

Thank you,

Holly