

Respondent



63

Anonymous



09:14  
Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1 2 3 4 5 6 7 8 9 10

2. What can the City do for you and the residents to build a more inclusive community?

Highlight minority groups and their voices in visible spaces.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

To address the immigrant population as well as those that have been here for generations.

4. What is your perspective on racial inequities?

They are alive and well everywhere we go- in education, the workplace, government, neighborhoods.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10



6. What is your perspective on police engagement?

Feels more oppressive than helpful, but that may be because of the known issues across our nation with the police trainings and the way they engage with our community.

7. What is your perspective on police reform?

Necessary. The overall system needs to be reformed and police need to be properly trained and vetted.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Diversifying leadership and having them be more engaged with the public. More outreach opportunities to hear what the community has to say and allow them to share their experiences. Cupertino needs systems of feedback that allow residents to respond - our council members need to show up at our door and make more of an effort to get to know the silent minorities in our community.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Highlighting minority groups and getting involved in schools so that the next generation can be informed.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

[Redacted]

## Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email [EquityTaskForce@SantaClaraCA.gov](mailto:EquityTaskForce@SantaClaraCA.gov) (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



64

Anonymous



18:08  
Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1 2 3 4 5 6 7 8 9 10

2. What can the City do for you and the residents to build a more inclusive community?

be more open and communicate better with lesser neighborhoods. Not everyone goes on a website for information and surveys?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Be open to opinions, don't hide and then rush or push projects through.

4. What is your perspective on racial inequities?

it really exists in Santa Clara, people of color are treated differently.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10



6. What is your perspective on police engagement?

They decide on the priority. We had a stranger enter our house and they wouldn't come out???

7. What is your perspective on police reform?

first of all I respect police officers, but it seems like they can be friendlier. I have waved or nodded at officers and just got a stare back. I think we have an overkill in our police presence when you have a kid sitting on the curb with three patrol cars at the scene.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Good question. I think more exposure and meetings in the neighborhoods they represent.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

More communication and meet and greets to the people the councilmembers represent.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

[REDACTED]

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Respondent



65

Anonymous



02:23  
Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1 2 3 4 5 6 7 8 9 10

2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

I think racial inequities is not a great issue and we need to focus on other important issues like drought

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

I think more police training is probably needed. But I don't think there is systemic racism in police force. They have always been great to me when I'm brown and asian

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I honestly think Santa Clara is great when it comes to inclusion, so we don't need to do anything more

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

None

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



66

Anonymous



22:04

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1 2 3 4 5 6 7 8 9 10

2. What can the City do for you and the residents to build a more inclusive community?

Stop overly focusing on it. Just treat everyone with respect.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

None at this time

4. What is your perspective on racial inequities?

Just treat everyone with respect. Strive for color blind society. Don't place people into categories of oppressed and oppressors as it just contributes to problem (tribalism) rather than makes things better.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

Generally do a good job. Overly demonized by activists leading to loss in moral when the vast majority do not deserve criticism.

7. What is your perspective on police reform?

Don't cripple police department with misguided reforms that make it more difficult to do job.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Nothing obvious.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

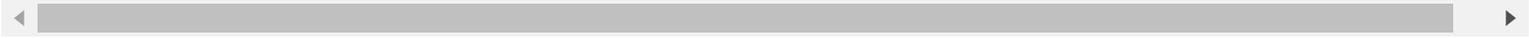
Prefer not waste tax payer dollars on DEI outreach activities.

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Respondent



67

Anonymous



07:03

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1 2 3 4 5 6 7 8 9 10

2. What can the City do for you and the residents to build a more inclusive community?

I have no idea what the city is doing along these lines. You might want to report it better

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Please research and don't just do what has always been done

4. What is your perspective on racial inequities?

I'm still learning about them. I love living here because of all the diversity. My apartment complex is a great microcosm of that

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10



6. What is your perspective on police engagement?

I'm white and have not had the problems with police that I understand others have had. So my privilege taints my experiences

7. What is your perspective on police reform?

Necessary. Maybe Santa Clara is good but we have to look at systemic racism and recognize what the police are capable of and what we should expect from them. I think they need support from other professionals so they can focus on their primary job

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I haven't been able to be active in the community enough to have an educated opinion on this

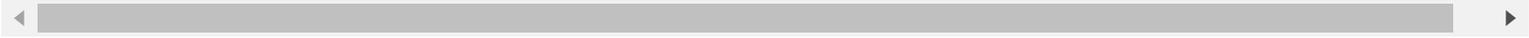
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Respondent



68

Anonymous



24:30  
Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1 2 3 4 5 6 7 8 9 10

2. What can the City do for you and the residents to build a more inclusive community?

Take action to include those from historically disadvantaged groups that brings them into the decision making process. For example, make sure our boards and commissions represent Santa Clara. Our institutions also seems designed more to serve home-owners rather than renters. Renters also seem historically disadvantaged and are often not as fully engaged in the political process, at least that's my perception.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Identify historic barriers to inclusion. Santa Clara government had a great opportunity with district elections but rather than taking advantage of that opportunity, those in power kept suing and coming up with various arcane options that would have had the affect of maintaining the existing power structure and maintaining barriers to entry into the political process. Making sure Board and Commissions are inclusive is a way of growing potential leaders.

4. What is your perspective on racial inequities?

The all-white council was a really bad look. Not just a bad look, but bad policy. There's no quick fix. Change is always disruptive.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1 2 3 4 5 6 7 8 9 10

6. What is your perspective on police engagement?

Fortunately I haven't had much reason for personal contact with police. The closest I had was that my local police are (or used to be) regulars at the local Peet's coffee that I frequent. It's great to see police out in the community. However that good will evaporated when early in the pandemic I saw these same officers show a complete disregard for mask-wearing and social distancing. Just like our political leaders they should have shown leadership in this area rather than resistance.

7. What is your perspective on police reform?

It's needed everywhere. I don't know of specific issues in Santa Clara, but I'm of the general opinion that we need more trained boots on the ground to deal with mental health calls / issues and with the homeless. I don't think the best response in those areas is necessarily police who aren't trained to deal with those issues.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Existing government has always been extremely defensive in the area of DEI, always convinced they were right. Of course those in power are always reluctant to give up power. We need active listening not tallying up results from polls. We should be looking at examples of what other cities have done that have been successful (not sure how to measure that). City staff and political leaders need some basic education on the concepts of barriers to entry and how their attitudes and policies can either reinforce or tear down boundaries.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Not more feel-good polls.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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