

Respondent



45

Anonymous



15:41



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?



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

Make meetings accessible, along with announcements accessible. There are no captions, and saying it's captioned on the TV version is not equal access. That is saying, sorry you have to find a TV at the corect time, can't re watch it if you missed it but everyone else can participate live through social media and watch it at a later time

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

We need to have services in Santa clara for the homeless population and not send them to San Jose's over crowded systems, a shelter for people over 25, and transitional house, mental health services for low income residents so they don't have to travel to down town san jose

4. What is your perspective on racial inequities?

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?

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6. What is your perspective on police engagement?

I have not have issues with the santa clara police, and they seem to do well when engaging with our homeless persons

7. What is your perspective on police reform?

Police refore should evolve more training, and having more social services instead of leaving it to the police and fire department

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

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

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

Thank you for participating!

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Respondent



46

Anonymous

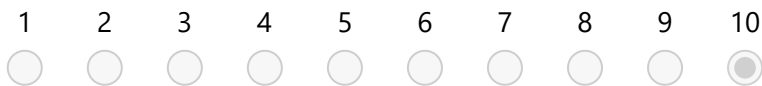


07:33



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?



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

We are already 100% inclusive.

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

No further changes need to be made.

4. What is your perspective on racial inequities?

There are absolutely no racial inequalities. We are all equal under the Constitution and equal under the law.

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?

Police engagement with the public is wonderful.

7. What is your perspective on police reform?

I have only had to deal with the police after being robbed and feeling helpless as the robbers were fleeing unabated in broad daylight. My house has been broken into. My car has been stolen. My older parents have been assaulted. My children have been accosted by the homeless.

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

Please do not implement any further DIE programs without expecting the death of the public community interaction and peace. Believe me, the drug problems and homelessness are not solvable by public policy.

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

Absolutely none. There are schools and public parks and churches and libraries and businesses and restaurants where we are all freely able to visit without any problems. We are all created equal and free!

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Respondent



47

Anonymous

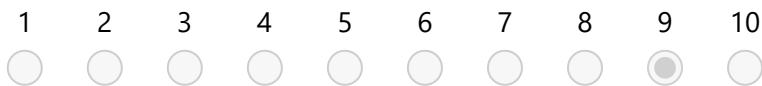


49:01



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?



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

Embrace the principles of America's founding; respect individuals as individuals; reject faddish trends inspired by discredited Marxist logic that seeks to divide us along the lines of our skin color. Work for the day when the dream is fully realized: that we may be judged by the content of our character not the color of our skin.

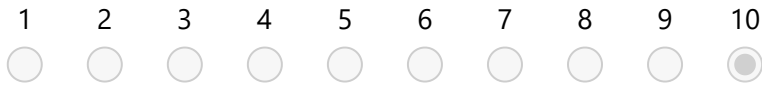
3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

That all men and women are created equal and are endowed with inalienable rights that originate from Nature's God. It is the purpose and responsibility of elected and appointed government representatives to ensure those rights are not eroded by government actions. This means a system of fair and equitable laws and processes evenly administered - it does not seek to enforced equality of outcome.

4. What is your perspective on racial inequities?

The prevailing narrative promoted by an extremely progressive East Coast media is wrong-headed and destructive of true communities built out of individual free people of all backgrounds and creeds.

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?

The more often an Officer rolls down my street the happier I am.

7. What is your perspective on police reform?

Do not succumb to the notion that we can defund the police. As with any organization that is given power and authority; elected officials and the leadership of the SCPD have a sacred responsibility to ensure that that power and authority is not abused. In the rare cases that it is, those leaders have a duty to root out the abuse and abusers. But let's also be clear: the women and men of the SCPD have a dangerous job. We expect them to protect us from benign uncomfortable situations to potentially life threatening confrontations. Police Offices deserve our unwavering gratitude and should be given the benefit of doubt in the difficult and dangerous situations they face for us.

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

Councilmembers should revise policies and systems designed to achieve equal outcomes as measure by a group's representation. These policies are inherently biased against individual people. These must be assiduously identified and terminated.

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

Ones promoted organically by community affinity groups without the endorsement or promotion by the City government. By an large the City should enable events, but should

not be choosing, selecting, or advancing one group over another. Set fair and equitable processes; execute them evenly.

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



48

Anonymous

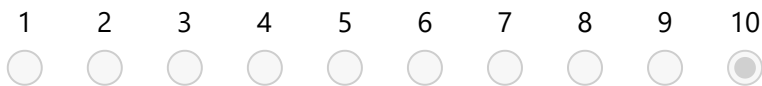


80:22



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?



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

Santa Clara is doing fine in including all that want to be included.

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

Please don't follow the false narrative that we are, by design, a racist society. We are the most fair and equitable country on the planet and Santa Clara is the center of fair racial practices and incivility. Silicon Valley has drawn a rich mixture of cultures together; each with its own niche.

4. What is your perspective on racial inequities?

We are born with the same rights. We are the melting pot of humanity. However, we also have small collections of racial concentrations in our neighborhoods and in the work place (i.e. take a good look at who are the custodians at the Santa Clara High Schools). This is not an inequity and not an inequality, but a matter of choice, culture, and ability. Giving preference to adjust racial inequity is a form of prejudice that will only backfire when folks without the hard work, and skill set are handed educations and jobs that that are not

qualified for. This will not make us better but will only serve to "lower the bar" across the board and will further serve to divide us.

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?

This has been highly criticized in the media by folks that have never worn a badge and have never once faced the challenges presented to today's law enforcement. The matrix for split-second decision making has gone from simple to elaborate in a very short period of time. Society's complex problems (joblessness, homeless, mentally ill) have been thrust upon law enforcement with little support. The current climate; including the DA not prosecuting "victim-less crimes", RIPA, withholding funding, the release of felons onto our streets, and the rush to judgement and protests against law enforcement are a dangerous precedent that only makes us less safe and encourages these conditions to grow.

7. What is your perspective on police reform?

"Police reform" is a catch phrase for those that do not actually know the real training that officers must go through on a regular basis. Police reform takes the false narrative espoused by BLM and others that law enforcement is a racist profession. Instead of looking at the facts behind individual cases it looks at the assumptions made by politicians and attorneys in front of cameras before the truth has been uncovered. Those that don't want to look at individual cases are free to look at general cases. For instance; No one has noticed that when a officer is killed on duty by felonious means 38% of the time it is at the hands of a Black person. If you choose to continue reading this you can find this statistic in the FBI's annual LEOKA report (2019 stats/Table 42 showing a range from 2010 to 2019). In California police officers today are required to take Racial Profiling/Cultural Diversity training and Tactical Communication (soon to be called Strategic Communication). They are also expected to take Procedural Justice, Crisis Intervention Training, De-Escalation Training, Principled Policing, and Implicit Bias Training. Every employee is required to complete the city's EO training as well. Those that train police officers take real situations in the news and actively find ways to do it better. This is not new and was was happening long before our legislators told them it was required.

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

Every Council member should take the time to meet our officers. They should get into a Citizens Police Academy class and get a small taste of what it is like to solve everyone else's problems. They should try to see both sides of the arguments and cast their own prejudices aside...even if those prejudices are against a uniform.

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

We need to stop intensely focusing on what makes us different and learn to love and appreciate the many ways we are the same. We need to stop looking for offense where it is not intend and engage in respectful conversation. Often outreach activities that try to focus on diversity, equity, and inclusion only serve to magnify our differences.

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



49

Anonymous



117:17



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?



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

I think the city is doing fine, I think as a taxpayer the only inequality is the constant push to make hardworking people of any race, pay an unbalanced amount of taxation to support people that feed off the system. I have never been treated unfairly based on my religion, orientation, or skin color. I have only been treated unfairly because I have created jobs for people and made a good living for myself, only to be targeted and taxed to death.

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

Get rid of this Critical Race theory, This is the land of opportunity let people get over themselves and earn respect and a living like generations before us. Stop handing out taxpayers money so freely to these groups that cancel out everything we try to do. I'm looking to move myself and my business out of state, because of the lack of support for small business and the extreme taxation.

4. What is your perspective on racial inequities?

I treat all people the same, pay them on their abilities, I work with them to better themselves, racial is not a consideration for success with me. I think letting 200,000 people

in July crossing the borders with no vaccine is wrong. I think it is a slap in the face to all that have come here legally. I'm tired of the entitlement from some and support given to the people that want to live off governments hand outs. Put them to work!

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 think they represent a strong and supportive agency. I don't think they need to shoot and ask questions later, I know that is not what they want to do . but if they do I support that split second decision, I know when I call they will come. Please support our police, give them the money and the resources needed to continue to train and better themselves and the dept. 99% of the population cannot take the abuse these guys have had to endure over the last year. Stop paying off the celebrated lowest Common Denominator in our society for their lack of respect and destruction they bring with them to our families friends and neighborhoods, we don't owe them for being stupid.

7. What is your perspective on police reform?

None needed, i think when they arrest someone with probable cause it should stick. Don't just let these people off the next day. Have you seen the size of some of these thugs? how about when one of them kicks in your front door that you just call a social worker to come and mitigate for your life. I want a strong well trained force. You want to reform take the money out of your salaries first.

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 think we have a well balance mix. Why don't we let other communities do this first and find out what works and what doesn't Before you commit to more tax dollars!

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

None, I think most of the people you are looking at already have a support group and advocacy groups that find all the tax dollars they can get, enough is enough! Just to show how far out of whack we are I pay more monthly for my sewer that I do for my water? Lets live and let live, reap as you sow. lets advocate that we all speak english for a change. These task forces are a waste of taxpayer time and money. If you must How about a task force to help small business stay around and not have to leave the area?

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Respondent



50

Anonymous

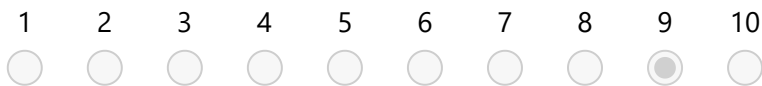


104:05



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?



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

I believe the City already does a fine job. The City's 130,000+ population is a diverse community consisting of White, Hispanic/Latino, Black/African American, Native American, Asian, and Pacific Islanders. Many have collected in certain areas of the city and have established small communities. Just drive through the city and you will see the various neighborhoods for yourself. A couple of general suggestions. Do not focus on only the differences of our residents. That is only divisive. Focus instead on what we have in common in order to build healthy relationships that allow each of us to accept differences with understanding. Also, actual resident's voices should have more weight in the City. What they say should hold more weight because they live in our city and pay for/receive its services. Outside special interests groups or those who have no connection to our city, i.e., those who do not have a residence, business or working connection with the City, should be heard but their voice should be second to those who live and are personally invested in our community.

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

Use this to guide your future decisions. "What is right is not always popular. What is popular is not always right. " Popular opinion is not always right. At the least it is not right in all situations. Look at the facts before making decisions regarding police reform for the Santa Clara Police Department. Do not be steered in a direction where facts do not support change in our city and are only based on the desires of a special interest.

4. What is your perspective on racial inequities?

I am a white male wof European and Hispanic heritage. I am tired of recent focus of attention bdirected at demonizing those of "non-color" (white or white looking) for all the problems in our society. Is their inequality in our society...yes. Have our elected officials and public/private industries gone overboard in accomodating any one of color with an issue alledged inequality...Yes. I believe this action has exacerbad the problem instead of seeking to find a solution.

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?

Police officers have a most difficult job to do. They go through a thorough screening process during selection, are are well trained. They are dedicated individuals that daily put themselves in harms way to protect all of us regardless of the our ethnicity, religious beliefs, sexual orientation, age, or personal biases. Yet, because of an extrmemly small percentage of cops who have acted innappopriately and/or illegally all police have all been unfairly targeted, threatened, and made scapegoats for the actions of a small few. I believe the Santa Clara Police Department consists of men and women that are profesional and need the support of our local elected officials and the community the serve.

7. What is your perspective on police reform?

Does some police reform need to take place...yes. It is healthy for organizatins ans people to adapt to change. Do law enforcement agencies need to be disbanded, stripped off funding or made ineffective to be "reformed"...absolutley not! I am sick and tired of the opinions of such extremists who seem to be getting the attention of the media and our elected officials. Santa Clara should be proud of the police department they have. It is diverse department that to their best of their ability serves our community daily in a profesional manner. Do not do a diservice to those dedicattee employees serving at SCPD by lumping them in with othe law enforcement agencies locally and nationally that truly need reform.

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

Law enforcement officers in California are mandated to participate in implicit bias training. it is mandated by California Peace Officer Standards and Training for the purpose of making each officer more aware of themselves in order to make sound unbiased decisions when serving in their community. I believe, before any action is taken regarding police reform for SCPD all members of the City Council, the City Manager's Office and the Task Force should be required to complete similar training and become aware of any biases they may possess against law enforcement.

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

Again, any activities should focus on similarities we possess and not the differences. It is about inclusiveness.

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

Declined. I will continue to stay abreast of the task force actions from the City's website.

Thank you for participating!

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Respondent



51

Anonymous

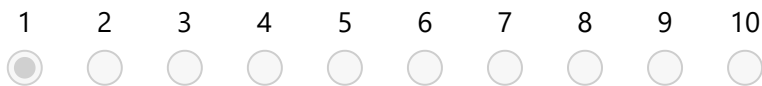


03:37



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?



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

Other than elected officials, I do not see where there is a need to build more inclusivity. The city is already very diverse and equally distributed.

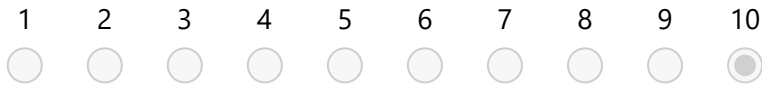
3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Other than elected officials, I do not see where there is a need to build more inclusivity. The city is already very diverse and equally distributed.

4. What is your perspective on racial inequities?

Other than elected officials, I do not see where there is a need to build more inclusivity. The city is already very diverse and equally distributed.

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?

satisfactory

7. What is your perspective on police reform?

Not needed in Santa Clara

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

None

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

None - Not needed.

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

No thank you.

Thank you for participating!

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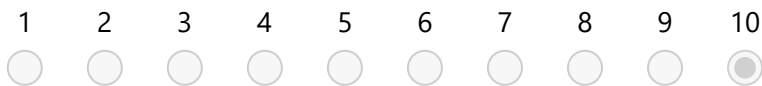


07:55



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?



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

Already inclusive e.g. anyone can run for City Council, could have included name in opportunity to be a redistricting Commissioner etc.

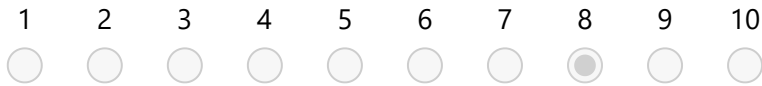
3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Already proud of female representation.

4. What is your perspective on racial inequities?

Important to always ask the question, are we excluding race in hiring e.g. in proportional numbers to the population for the police department.

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?

The police respond quite quickly for even non-emergencies.

7. What is your perspective on police reform?

Add in mental health.

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

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

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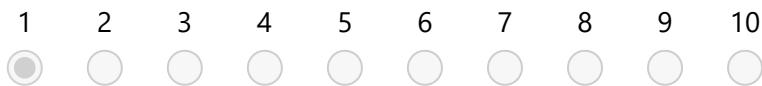


117:19



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?



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

Put the City of Santa Clara Task Force in charge of the SCPD and stop letting them police themselves. Start by conducting a detailed review of all complaints made via phone, email, mail. Furthermore, institute an online complaint system that goes directly to the Task Force and not SCPD.

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

16mos ago I moved to a lower income neighborhood of the City and have been continuously disappointed in the actions of the SCPD every time they come to the neighborhood. They entered my apartment without permission or probable cause and kicked in the bathroom door. Who pays for the destruction unlawfully caused by the SCPD? My only recourse is small claims court? Why am I responsible for cleaning up their mess? Unlike the majority of my neighbors, I happen to know the law and my rights and they need to be followed and respected accordingly by the SCPD and there needs to be consequences when they don't. Things will continue to get worse so long as there is no accountability for the SCPD. They need to be accountable for how they speak to and treat the residents of Santa Clara.

4. What is your perspective on racial inequities?

I watched SCPD respond to a disturbance call about an African American male in an aggravated state on a particular street and they just drove up and put the first African American male they saw in handcuffs! There is NO EXCUSE FOR THIS! If they talked to the man they would have known he was the wrong man and they would not have HANDCUFFED THE MAN SITTING ON HIS FRONT PORCH WITH HIS 5 YEAR OLD SON! When officers respond to a disturbance call and when they arrive at the scene there is no disturbance they need to leave. It is apparent that SCPD are evaluated based on the number of citations and arrests and not on how well they treat, and how much they help, the citizens of Santa Clara. Keeping the citizens safe needs to be priority #1 and not the # of citations and arrests.

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?

SCPD don't care about all of the citizens of Santa Clara equally. They must engage citizens in a more respectful manner with a primary goal of keeping them safe and not of arresting and citing more than of them than any other office. If an officer disrespects or talks back to a citizen it should be grounds for immediate dismissal. Officers also need more education on engaging citizens with mental health issues so they are able to spot symptoms right away and have tools for engaging such citizens in a more positive way.

7. What is your perspective on police reform?

What police reform? As long as SCPD is left to police themselves things will not get any better. It doesn't make sense that complaints are handled and forgotten about in-house. I have even been mistreated by dispatch!

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

1. Put Task Force in charge of the SCPD; 2. Set up complaint system that goes directly to the Task Force; 3. Initiate SCPD protocols that requires officers to follow the law to the letter unless in a life or death situation; 4. Initiate protocols that each SCPD officer wears an activated go pro and that the recordings are reviewed daily by the Task Force; 5. Require continued education by all officers to include: racism, diversity, mental disorders, etc.

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

Start by increasing the power of every citizen by controlling the SCPD.

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



54

Anonymous



01:29

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?



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

More programs focused on women.

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

Create a task force.

4. What is your perspective on racial inequities?

A lot of work needs to be done.

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?

scared

7. What is your perspective on police reform?

not sure

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 don't know enough about this topic.

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

Celebration of Diversity programs

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[REDACTED]

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Respondent



55

Anonymous

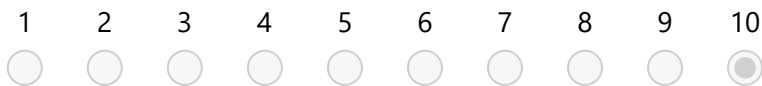


10:56



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?



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

I don't think that the City of Santa Clara is exclusive. The residents of Santa Clara are very welcoming and descent people.

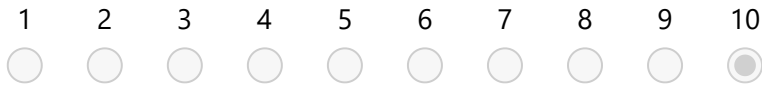
3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Wasting tax dollars. Please keep this in mind when spending our money.

4. What is your perspective on racial inequities?

I was born with a Mexican last name and I know that hard work and determination can take you a long way. We also learned as a kid that 'sticks and stones may break my bones, but names will never hurt me.' I suppose that helped us to be strong adults.

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?

The duty of the Santa Clara Police Department is to enforce laws and keep the community safe.

7. What is your perspective on police reform?

What needs to be reformed? As long as the Police Department has integrity and is transparent, then I think we are sitting in good shape.

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

Stop dividing the Community into groups of color and sexual orientation.

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

We are one community and all are welcome. Why are you trying to split us apart into categories of people?

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



56

Anonymous



70:36

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

Encourage a variety of political views in city government. Silicon Valley political viewpoints are extremely one sided. One party rule often leads to corruption, and at the very least, complacency.

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

MLK - color blind society. Stop focusing on race and dividing people into categories.

4. What is your perspective on racial inequities?

Equal opportunity is key. Equal outcomes should not be the goal and is not possible. Focus should be on creating more opportunities available to everyone equally. I don't believe in reparations or penalizing one group to benefit another for sins of past generations. Is there something wrong with the diversity in the NBA? I don't think so. I believe in fair, merit based systems, such as in professional sports. Disparities in racial representation found in various areas may occur for numerous reasons – not usually racism.

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
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

6. What is your perspective on police engagement?

Greater police engagement in NYC in the late 90's was necessary and effective at dramatically lowering crime.

7. What is your perspective on police reform?

Local crime has been increasing. My house has been burglarized. I have witnessed the daytime vandalism of an automobile in my neighborhood. We need more effective policing and criminal justice. Police may need more resources and we need better criminal prosecution. I grew up in this area and have seen a change. I have a lot of sympathy for crime victims. I also have a lot of sympathy for mentally ill people who the government leaves to fend for themselves on the streets -- they need more assistance and that would help the police with their 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?

Stop focusing on race and don't be racist. Our area used to be majority caucasian and has seen the hispanic and asian representation grow substantially. Nothing wrong with that. No need for social engineering. Social change happens organically. Racial discrimination, regardless of intent, is wrong and should be illegal.

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

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Respondent



57

Anonymous



33:36



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

santa clara is already inclusive so i don't see anything the city needs to do

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?

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
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6. What is your perspective on police engagement?

police should not have to sit idly by while being abused, like being spat upon and cussed at. and they should not get into trouble for doing their job when a person is not obeying their lawful orders or being violent - the non-compliant person needs to be held accountable for any actions that lead to injury or death, (even his own) not the officer who must respond.

7. What is your perspective on police reform?

the issue is at hand is not a need for police reform. the issue at hand is the need for recognition that it is the person fighting the police that needs to be reformed. instead of blaming the police for shooting someone, blame that someone for the actions he took that led to the need for the officer to shoot.

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

santa clara is already inclusive so i don't see anything the city needs to do

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

santa clara is already inclusive so i don't see anything the city needs to do

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Respondent



58

Anonymous

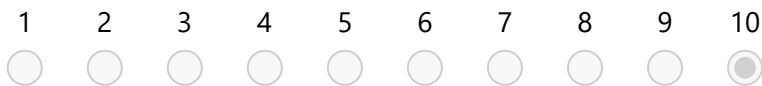


17:37



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?



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

You're already doing well. If the Santa Clara Weekly paper was delivered free again that would make it even better.

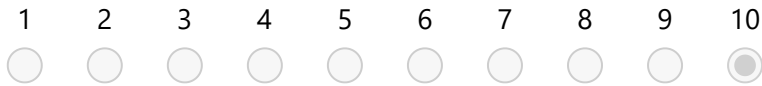
3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Thank you for including pictures of a variety of people in the calendar, newspaper and other mailings.

4. What is your perspective on racial inequities?

I love that there's a variety of people living near me. My friend and I have different skin tones, and he commented on how friendly this city is. I think it's a friendly place to live too.

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?

I am thankful the police are there when I have needed them.

7. What is your perspective on police reform?

I think they are currently doing a great 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?

Santa Clara used to be known for utilities that were low cost to the consumer. With those prices and housing prices going up and up Santa Clara is pricing itself out of reach of large numbers of people. Councilmembers should try to make living in Santa Clara as affordable as possible.

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

Continue to do articles on a variety of things. . .Rosh Hashanah, Diwali, Christmas, Ramadan.
..

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Respondent



59

Anonymous

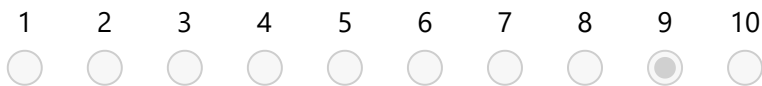


07:32



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?



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

Treat us all the same

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

What is best for the entire city

4. What is your perspective on racial inequities?

What inequities

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?

They respond when called

7. What is your perspective on police reform?

Trust the serving police

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

Are you serving the entire city

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



60

Anonymous

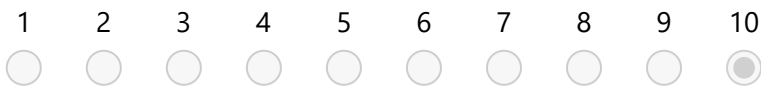


04:40



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?



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

Continue as you are.

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

I believe in the rule of law, but that is preempted by justice. . .because the law is not always just.

4. What is your perspective on racial inequities?

I don't notice any because I have neighbors from Korea, Germany and Cupertino.

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?

When asked for assistance with a problem, they were prompt.

7. What is your perspective on police reform?

Keep it as is.

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 like the independence of regular residents. . .free to live where they want and do what they want. . .being respectful of one another.

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

In the past it has been good to have neighborhood block parties once a year.

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Respondent



61

Anonymous



13:54



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
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

What's the definition of inclusive???? Do you mean hiring people that aren't qualified based on their race???

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

We don't need "quota" driven decisions.

4. What is your perspective on racial inequities?

Depends on people's personal qualifications.

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
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6. What is your perspective on police engagement?

Santa Clara has one of the best if not the best PD in all of SC county.

7. What is your perspective on police reform?

What reform? How about criminals reforming their criminality and we stop kissing their backsides.

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

That you stop pandering to race. More direct focus on personal qualifications.

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

When you see pockets of people living behind stores and sleeping on the ground, wearing the same clothes for months, it's time to round them up, hose them off and get them mental help.

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Respondent



62

Anonymous



05:10

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?



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

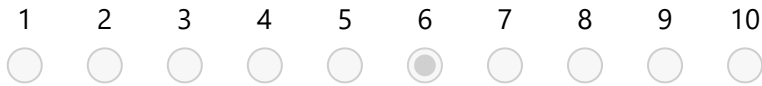
Seek out diverse talented students for cabrillo's SLI program It's vast majority Indian, basically a Stratford and Millikan pipeline, not well publicized at all and very nepotistic. Be more transparent about the scores needed to qualify for advanced math. Be more punitive regarding racial slurs used by students in school.

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?

Everyone has biases. The problem is the people who aren't aware of their biases.

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?

They try. Their emailed police blotter used very biased language. It irks me.

7. What is your perspective on police reform?

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

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

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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