

From: [Diana Hatch](#)
To: [Equity Task Force](#)
Subject: Concern over SC's job posting
Date: Wednesday, March 17, 2021 12:41:50 PM

Hello,

My name is Diana Hatch and I was born and raised in Santa Clara and remain a happy resident. After being laid off due to Covid (I previously worked as an event coordinator), I was scoping out City of Santa Clara's website for career opportunities. Attached you will find images of a job posting which concerned me.

"Under direct supervision, performs varied, unskilled manual tasks often requiring considerable physical strength and the use of hand tools and hand power tools; loads rubbish and leaves on trucks; excavates and fills trenches and ditches; assists in the removal, trimming and spraying of trees and shrubs; prepares surfaces for paving; mixes cement; breaks up paved surfaces; helps place forms and pour concrete; lays pipes; uses such tools as shovel, rake, and jackhammer; operates trucks and heavier equipment as needed. Performs construction, maintenance and sanitation duties as required; and does related work as required."

By using the term "unskilled manual tasks", it demeans the value of said employee's worth. As far as I am aware, engineering frames for concrete pours, operating heavy equipment such as jack hammers as well as working construction and sanitation requires a tremendous amount of skill. People who end up working these positions typically need the money and may not feel they are able to advocate for better wages or working conditions because they have been labeled "unskilled manual labor". I believe the City of Santa Clara can do better to ensure all of its employees feel valued, secure, and safe in their positions regardless if they fall into the "Skilled" or "Unskilled" category. It is a small wording but its impact on individuals and society is large and damaging.

Looking forward to hearing some feedback.

Sincerely,
Diana Hatch

City of Santa Clara Career Information

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As-Needed Laborer

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Salary	\$15.65 Hourly	Location	Santa Clara, CA
Job Type	As-Needed	Department	Parks and Recreation
Job Number	AN 502-20		
Closing	3/26/2021 11:00 PM Pacific		

[DESCRIPTION](#) [BENEFITS](#)

Description

The City of Santa Clara is hiring 2 As-Needed Laborers for the Cemetery Division in the Parks & Recreation Department.

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The City of Santa Clara is hiring 2 As-Needed Laborers for the Cemetery Division in the Parks & Recreation Department.

To be the first to be considered in the screening process, apply by 4:00 p.m. on the final filing date. Submit a 1) Completed City of Santa Clara Application. This position may remain open until filled. Incomplete applications will not be accepted.

This is a temporary, as-needed position within the Parks and Recreation Department. As-Needed employment is not to be considered permanent. Under CalPERS regulations and the City of Santa Clara practices, as-needed employees are not permitted to work more than 960 hours (retired annuitants) or 999 hours per fiscal year (July 1 through June 30).

Typical Duties

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Minimum Qualifications

EDUCATION AND EXPERIENCE

Sufficient education to provide the ability to read, write and speak English at a basic level. No experience is required.

LICENSE & OTHER REQUIREMENTS

- Possession of a valid and appropriate operator's license is required.
- Prior to hire, candidates will be required to successfully pass a DMV record check and Department of Justice (DOJ) and Federal Bureau of Investigation (FBI) fingerprinting. Any information obtained will be used to determine eligibility for employment in accordance with the law. A conviction history will not necessarily disqualify an applicant from appointment, however, failure to disclose a conviction when required will result in disqualification from the recruitment process.

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Meeting the minimum qualifications does not guarantee proceeding in the process. Only the most qualified candidates who demonstrate the best combination of qualifications in relation to the requirements and duties of the position will be invited for an interview.

Federal law requires all employees to provide verification of their eligibility to work in this country. The City will not sponsor, represent or sign any documents related to visa applications/transfers for H1-B or any other type of visa which requires an employer application.

From: [Richard Konda](#)
To: [Equity Task Force](#)
Subject: Councilmember Kathy Watanabe
Date: Tuesday, April 6, 2021 1:39:39 PM
Attachments: [stop aapi hate letter.pdf](#)

Dear members of the Diversity and Inclusion Task Force:

On March 31, 2021, Councilmember Kathy Watanabe and Mayor Gillmor sponsored a STOP AAPI HATE rally. Attached is a letter expressing concern that Councilmember Watanabe refused Councilmember Kevin Park's request to speak at the rally. This is an issue that should be of concern to your task force.

See news coverage below

<https://sanfrancisco.cbslocal.com/video/5449314-korean-american-santa-clara-council-member-says-he-was-denied-chance-to-speak-at-stop-asian-hate-rally/>



[Korean American Santa Clara Council Member Says He Was Denied Chance To Speak At 'Stop Asian Hate' Rally](#)

A Santa Clara city council member, who is Korean American, said he was denied a chance to speak at a Stop Asian Hate rally held by other city leaders. Maria Medina reports. (3/31/21)

sanfrancisco.cbslocal.com

<https://sanjosespotlight.com/asian-lawmaker-in-santa-clara-gets-snubbed-at-anti-asian-hate-event-by-his-colleague/>



[Asian lawmaker in Santa Clara gets snubbed at anti-Asian hate event - by his colleague - San José Spotlight](#)

At an event dedicated to stopping hate and violence against the Asian community put on by Santa Clara Councilmember Kathy Watanabe, Korean-American Councilmember Kevin Park was denied a chance to speak. The event, held at the Santa Clara Northside Library, was titled

sanjosespotlight.com

<https://www.sanjoseinside.com/news/watanabe-faces-call-for-censure-accusations-of-patterned-behavior-after-aapi-rally-rebuff/>



Watanabe Faces Call for Censure, Accusations of 'Patterned' Behavior After AAPI Rally Rebuff | San Jose Inside

Leaders across Silicon Valley are now gathering signatures to demand an apology and a formal censure for the councilwoman.

www.sanjoseinside.com

Sincerely,
Richard Konda
Executive Director
Asian Law Alliance
991 West Hedding St., Suite 202
San Jose, CA 95126
(408)-287-9710

This message may contain confidential and privileged information. If it has been sent to you in error, please reply to advise the sender of the error and then immediately delete the message.

April 5, 2021

City of Santa Clara
Mayor Lisa M. Gillmor
Vice Mayor Raj Chahal
Councilmember Kathy Watanabe
Councilmember Karen Hardy
Councilmember Antony Becker
Councilmember Suds Jain
Councilmember Kevin Park

Dear Mayor Gillmor and members of the Santa Clara City Council:

We commend Mayor Gillmor and Councilmember Watanabe for sponsoring a Stop AAPI Hate event on Wednesday March 31, 2021. We have viewed the news coverage from CBS Channel 5:
<https://sanfrancisco.cbslocal.com/video/5449314-korean-american-santa-clara-council-member-says-he-was-denied-chance-to-speak-at-stop-asian-hate-rally/>

We are shocked and outraged that Councilmember Kathy Watanabe would not allow Kevin Park, the only Korean American member of the Santa Clara City Council, to speak at that rally. With the Korean American community in shock over the hate-motivated murders of six Asian American women in Georgia last month, the participation of Councilmember Kevin Park at the March 31st Stop AAPI Hate rally would have added an essential voice to the rally. Councilmember Watanabe's denial of her colleague's request to speak is a disturbing example of her lack of sensitivity to the Asian American community.

We call on Councilmember Kathy Watanabe to publicly apologize to Councilmember Kevin Park at the next Santa Clara City Council meeting.

We call on the Santa Clara City Council to pass a resolution censuring Councilmember Watanabe for her failure to allow Councilmember Kevin Park to speak at the March 31st Stop AAPI Hate rally.

Sincerely,

Richard Konda, Executive Director, Asian Law Alliance
Michele Lew, CEO, The Health Trust
Sarita Kohli, President & CEO, Asian Americans for Community Involvement
Eunice Chun, Executive Director, Korean American Community Services
Pastor Jethroe Moore II, President, SJ/Silicon Valley NAACP
Victor Garza, Chairperson, La Raza Roundtable
Gisela B. Bushey, CEO, Loaves & Fishes Family Kitchen
Maricela Gutiérrez, Executive Director, Services Immigrant Rights and Education Network
Derecka Mehrens, Executive Director, Working Partnerships USA
Wendy L. Ho, MPA, Trustee, San Jose Evergreen Community College District
Aram James, Advocacy Chair, Coalition for Justice and Accountability
Dolores Alvarado, Chief Executive Officer, Community Health Partnership
Michael Chang, Ph.D., Founder Executive Director, Asian Pacific American Leadership Institute

Gabriela Chavez-Lopez, President, Latina Coalition of Silicon Valley
Atkinson Tran, Vietnamese American Roundtable
Minh Steven Dovan, Legal Counsel, Vietnamese American Community of Northern California
Jennifer Murakami, Asian Pacific American Bar Association of Silicon Valley
Helen L Kassa, Policy & Advocacy Coordinator, African American Community Services Agency
Steve Eckert, CEO, Alum Rock Counseling Center
MyLinh Pham, CEO, Asian American Center of Santa Clara County
Elisa Koff-Ginsborg, Executive Director, Behavioral Health Contractors' Association (BHCA)
Jahmal Williams, Co-Chair, Black Leadership Kitchen Cabinet
Pete Settelmayer, Executive Director, City Year San José/Silicon Valley
Jason Su, Executive Director, Guadalupe River Park Conservancy
Christy Hayes, Executive Director, Horizon Services
Rose Mukhr, Executive Director, Justice At Last
Darcie Green, Executive Director, Latinas Contra Cancer
Mayra Pelagio, Executive Director, Latinos United for a New America
Salvador Bustamante, Treasurer, Latinos United for a New America
Anjee Helstrup-Alvarez, Executive Director MACLA/Movimiento de Arte y Cultura Latino Americana
Rovina Nimbalkar, Executive Director, NAMI Santa Clara County
Gary Montrezza, CEO, Pathway Society, Inc.
Heather Cleary, CEO, Peninsula Family Service
Lizz Finney, Social Justice Manager, Sacred Heart Community Service
Poncho Guevara, Executive Director, Sacred Heart Community Service
Wisa Uemura, Executive Director, San Jose Taiko
Carlos Rosario, President, Santa Clara County Black Lawyers Association
Yvonne Maxwell, Executive Director, Ujima Adult and Family Services
Andre Chapman, Founder & CEO, Unity Care
Eva Terrazas, Vice President Public Policy, Uplift Family Services
Leif Erickson, Retired executive director, Youth Community Service
Mary Cheryl B. Gloner, Former Resident and Property Owner in City of Santa Clara
Hien Do for ALF's AAPI Caucus
Sparky Harlan, Executive Director/CEO, Bill Wilson Center
Lina Park, Executive Director, Korean American Community Foundation of San Francisco
Yeri Shon, Chief of Program and Community Impact, Integration, Korean Community Center of the East Bay
David K. Mineta, President/CEO, Momentum for Mental Health
Jenny Do, Co-Executive Director, Friends of Hue Foundation
Raj Jayadev, Coordinator Silicon Valley De-Bug
Adriana Garcia Cabrera, Community Organizer, Maiz San Jose
Susan Hayase, San Jose Nikkei Resisters
Naomi Nakano-Matsumoto, Trustee Fremont Union High School District (for identification purposes only)
Quynh-Mai Nguyen, Social Artist & Community Organizer; Creative Director, Art Builds Community
The Honorable Paul Fong, former member California State Assembly
Peter Kuo, Small Business Owner in Santa Clara & Resident of D1 in Santa Clara
Sarah Hollingsworth, Teacher, Campbell Resident
T. Chester Wang
Victoria Q. Smith
PJ Hirabayashi
Rose Tseng

Michael Kaku and La Donna Yumori-Kaku, Co-Presidents Sequoia JACL
Hsing Kung
Jennie Mahan
Aditi Pasd
Beverley Wong
Herminio Hernando
Papia Gambelin
Deepka Lalwani, MBA
Leslie Bulbuk
Anthony Lê, Owner of PVTL
Thanh Ngo

From: diane@dianesdreamdestinations.biz
To: [Equity Task Force](#)
Cc: [Kevin Park](#)
Subject: Do we need patrols here in Santa Clara?
Date: Tuesday, March 23, 2021 12:46:14 AM

Hi Equity Task Force members! I was hearing, first from someone I know, then on the news, about patrols being formed in San Jose's Japantown, to keep people safe. We have a Koreatown. While I haven't heard of any incidents here in Santa Clara, it's a scary time for everyone in the Asian communities. My husband and I would be happy to help, as long as we don't need cell phones which we don't have.

I'm cc'ing Kevin Park, our D4 councilmember.

Sincerely,

Diane Harrison
3283 Benton St.
Santa Clara, CA 95051 (land of the Ohlone and
Muwekma Ohlone people)
408-246-8149
diane@dianesdreamdestinations.biz

From: [Dana LoVecchio](#)
To: [Equity Task Force](#)
Subject: United Teachers of Santa Clara's Equity and Human Rights Committee
Date: Friday, March 26, 2021 7:54:48 AM

Hello members of the task force,

My name is Dana LoVecchio and I teach first grade and live in Santa Clara. I'm also the co-chair of our union's Equity and Human Rights Committee. At the school board meeting last night, I heard one of your members speak in solidarity for our AAPI community and it reminded me that I've been thinking of reaching out to you.

Your vision statement focuses on working with the police, which is fantastic and I'm glad we have you doing this! I'm wondering how my committee and your committee could work together. Education is key to equity and diversity. If anything, it would be great to just connect and hear what each group is doing to see how we can support each other. Solidarity is key and one of our goals is to broaden our ally network.

In Solidarity,
Dana LoVecchio