



City of Santa Clara

The Center of What's Possible

APPLICATION BOARD, COMMISSIONS, AND COMMITTEE CITY OF SANTA CLARA

City Clerk's Office 1500 Warburton Avenue,
Santa Clara, California 95050

Phone: 408-615-2220 E-mail: Clerk@santaclaraca.gov

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<http://get.adobe.com/reader>

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Board/ Commission/ Committee Applying For: Task Force on Diversity, Equity, and Inclusion.

Name: Kevin Landis

Address:

City: Santa Clara

State: CA Zip Code: 95050

E-mail Address:

Primary Phone Number:

Secondary Phone Number:

Are you eligible to register to vote in Santa Clara? Yes No Unsure

Are you a registered voter of Santa Clara? Yes No Unsure

Have you attended a meeting of this Board/ Commission/Committee? Yes No Unsure

Present Employer: Wylie, McBride, Platten & Renner

Job Title: Associate Attorney

Previous Governmental Bodies/ Elective Offices Applicant has served:	Position/ Office Held:	Dates:
N/A	N/A	N/A

Civic or Charitable Organizations to which Applicant has belonged:

Position(s) Held:

Dates:

N/A

N/A

N/A

Special Interests, Hobbies or Talents:

Former Professional Computer Gamer, SJSU Guest Lecturer, Skydiving, Football, Soccer, Surfing, Skiing

College, Professional, Vocational Schools attended:

Major Subject:

Degree/Dates:

Santa Clara Law

Law

Juris Doctor, May 2019

California State University, Long Beach

Major: Criminal Justice
Minor: Political Science

Bachelor of Science,
December 2009

Special awards or recognition received:

Santa Clara Law - CALI Award Winner
California State University, Long Beach - Dean's Honor List

Please state reasons why you want to become a member of this Board/Commission/Committee, including what specific objectives you would be working toward as a member of this advisory board:

Please see response to supplemental question 1

Any other information which you feel would be useful to the City Council in reviewing your application:

Are you associated with any Organization/Employment that might be deemed a conflict of interest in performing your duties if appointed to this position?

Yes

No

Unsure

If yes, please name the Organization or Employment.


City policy directs all advisory body members not to vote on matters where there exists a potential conflict of interest. Would you be willing to abstain from voting if such a conflict arises?

Yes

No

Unsure

Signature of Applicant:



Date Signed:

11/13/2020

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Kevin Landis

November 13, 2020

Application for Task Force on Diversity, Equity, and Inclusion Supplemental Questions

1. Why do you want to be a part of the Task Force on Diversity, Equity, and Inclusion?

To help the City of Santa Clara continue to be a warm and welcoming place for lifelong residents and transplants alike. I moved to Santa Clara 4 years ago and have thoroughly enjoyed my experience thus far. Santa Clara has been wonderful to me, and I want to provide that same experience to others. I want others to have the same positive outlook of the City that I do. At the end of the day, I just want to help Santa Clara. I feel like Santa Clara has done so much for me, and I want to be able to continue that tradition and help the City help others. I would really enjoy the opportunity to help facilitate that in any way that I can.

2. What role do you feel the Task Force on Diversity, Equity, and Inclusion should have in the City of Santa Clara?

I believe that the Task Force should somewhere that the residents of Santa Clara can reach out to. I think it should be a type of community outreach where the residents can get involved. Residents may not feel like they are being heard, or feel like they have a voice in what's going on in their community, and I think it would be good for the Task Force to a safe haven for residents to go with their concerns.

Issues of Diversity, Equity, and Inclusion are hard topics to discuss. People may not be comfortable addressing those issues, or may not know where to go to speak about their concerns. This Task Force has a golden opportunity to have direct communication and a direct connection with the residents of the City. The Task Force may not always be able to help everyone, but if residents feel validated that they are being heard, and that their concerns are being considered, then that will improve their experience as residents.

3. How do you see yourself contributing to building a diverse, equitable, and inclusive environment for all the residents of the city?

I believe that I can be a good resource that residents can reach out to. I enjoy talking to people about their life experiences, and I am genuinely interested in how those experiences have molded them into the person they are. I believe that speaking with people, learning about their concerns, and trying to come up with solutions to affect change is the heart of how I will contribute.

I have lived in a variety of places, both big cities and small towns, and I do believe that I can empathize with people and their experiences on some level. I want to help project the voice of the residents. I will sit in their pain with them. I may not fully understand what they are going through, I may not be able to provide an immediate solution, but the least I can do is sit in their pain with them and let them know that Santa Clara is here for them, that their community is here for them.

4. What experience do you have working with issues of equity and inclusion?

To be blunt, I do not have any experience working with issues of equity and inclusion. Which is exactly why I want to get involved. I cannot affect change if I sit idly by and simply hope for the best. I think this is a good opportunity for me to learn more about issues of equity and inclusion, and help create change that addresses those issues and is truly diverse. My hope is that coming into the task force without much experience will help me provide fresh eyes on a variety of topics.

Kevin Landis

November 13, 2020

Application for Task Force on Diversity, Equity, and Inclusion Supplemental Questions

I will never forget a conversation I had with an Elementary School Principal. This Principal's school was located in an affluent, mostly white suburb. He taught a continuing education course pertaining to diversity and equity, and he expressed that it is a disservice to students when teachers are actively "color-blind." Those that have been historically disenfranchised often times do not have the support system at home to excel in school the same way that the whites and Asians do, so teachers need to be aware of this and make more of an effort to ensure the other students are receiving the attention that they need.

This conversation left me intrigued, but really resonated with me because on some level I do agree with those notions. To create equity and be inclusive, you need to be cognizant of where those inequities exist. I feel like you're dismissing many issues if you simply try to create an environment that is neutral because the individuals and experiences that make up that environment are anything but.

5. What strength, skills, or knowledge will you bring to the Task Force on Diversity, Equity and Inclusion?

I can quickly build rapport with people. I consider myself to be a people person, and I feed off others' energy. Knowing I'm collaborating with, helping, or working with someone towards a common goal is where I strive. Diversity, Equity, and Inclusion encompasses so many different things that you really have to keep an open mind towards all of it. I truly believe that it takes a lot of brainstorming and the willingness to absorb insight from any corner, to properly look at any scenario and create the most beneficial response.

Currently I'm a workers' rights attorney with an employment law firm in San Jose. Before that, I was a background investigator and project manager with a background screening company that provided pre-hire and post-hire human resources solutions for employers. At the end of the day, I love research. I think there is always more information to be found, more data to be gathered, more people you can talk to, all towards the end goal of providing the best solution.

KEVIN LANDIS

Santa Clara, CA 95050

EDUCATION

Santa Clara University, School of Law – *Juris Doctor (2019)*, SBN: 331447

- High Tech Law Certificate, Corporate Specialization
- Trial Team Member (CALI Award-Winner in Advanced Trial Techniques)

California State University, Long Beach – *B.S., Criminal Justice (2009)*

- Deans Honor List

EXPERIENCE

WYLIE, McBRIDE, PLATTEN & RENNERT, San Jose, CA

July 2020 – Present

Associate Attorney

- Represent and advise public and private unions and their members.
- Negotiate and enforce collective bargaining agreements and memorandums of understanding.
- Counsel clients (employers) on compliance with various employment laws such as FLSA, FMLA, CFRA, and FEHA.
- Review and update clients' employee handbooks and company policies.
- Represent individuals in litigation involving wage & hour disputes, wrongful termination, and discrimination.

INFO CUBIC LLC, Denver, CO

February 2017 – June 2019

Law Clerk

- Prepare confidentiality, services, and other agreements; conduct first pass review of service agreements.
- Perform legal research/analysis to determine legally permissible operations across 230 countries and territories.
- Spearheaded company's compliance with CCPA in preparation of its January 1, 2020 effective date.
- Compose memoranda on various matters pertaining to domestic and international employment and privacy law.
- Update General Counsel on developments in domestic and international background screening law.
- Monitor state and federal regulatory trends, activities, and requirements pertaining to employment law.
- Draft articles for Info Cubic's Compliance Corner newsletter.

ALEXANDER COMMUNITY LAW CENTER, San Jose, CA

January 2018 – May 2018

Certified Law Clerk for Consumer Rights Clinic

- Interviewed clients to identify issues and provide concise summary to supervising attorney.
- Synthesized and Communicated legal advice to clients.
- Drafted Opposition Briefs, Demand Letters, and Requests for Documents for supervising attorney.

HONG KONG HIGH COURT, COURT OF APPEAL

June 2017 – July 2017

Law Clerk for Justice Michael Lunn, VP of Court of Appeal

- Drafted concise case summaries and prepared appeal files for the Judge.
- Performed legal research and reviewed evidence presented in the lower court.
- Drafted judgments in current cases before the court for the Judge's review.

INFO CUBIC LLC, Denver, CO

July 2012 – January 2017

Background Investigation Operations Team Leader and Compliance Coordinator

- Implemented and evaluated operational strategies and business objectives.
- Managed and led company operations across seven different product divisions.
- Assisted General Counsel with keeping abreast of domestic and international employment and privacy law legislation.
- Procured new vendor relationships to increase profitability of the company's international and domestic service suite.
- Increased annual revenue 250% by revamping international service division with new marketing/web content.
- Managed global accounts worth up to \$2M.
- Worked closely with clients and vendors at all organization levels to ensure satisfaction.
- Executed account profitability analysis and price review to ensure the business remained competitive at all times.
- Conducted thorough background investigations of candidates to determine employment suitability.
- Prepared comprehensive reports for clients to effectively communicate investigative findings.

HOBBIES AND INTERESTS

Former Professional Computer Gamer, SJSU Guest Lecturer, Skydiving, Football, Soccer, Surfing, Skiing



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Board/ Commission/ Committee Applying For:

Task Force on Diversity, Equity, & Inclusion ▼

Name:

Gustavo Rangel

Address:

City:

Santa Clara

State:

California

Zip Code:

95051

E-mail Address:

Primary Phone Number

Secondary Phone Number

Are you eligible to register to vote in Santa Clara?

Yes No Unsure

Are you a registered voter of Santa Clara?

Yes No Unsure

Have you attended a meeting of this Board/
Commission/Committee?

Yes No Unsure

Present Employer:

U.S. Pretrial Services Agency

Job Title:

Pretrial Services Officer

Previous Governmental Bodies/ Elective Offices
Applicant has served:

Position/ Office Held:

Dates:

Race Equity and Inclusion Steering Committee, Law
Foundation of Silicon Valley

Advisor

2017-2018

Graduate Student Social Work Association, San
Diego State University

President

2014-2015

Latino Student Social Work Association, San Diego
State University

Vice President

2013-2014

Civic or Charitable Organizations to which Applicant has belonged:

Position(s) Held:

Dates:

Law Foundation of Silicon Valley, Legal Advocates for Children and Youth

Social Worker

November 2016 - January 2018

Review Board for Catholic Charities Refugee Foster Care, Unaccompanied Refugee Minors Program

Auditor

January 2017 - January 2018

Special Interests, Hobbies or Talents:

Interest include teaching and instructing social work interns, working with and establishing relationships with local Universities, examining law enforcement and social work policies, exploring best practices and efficiencies within systems, talking to ALL people. Hobbies include all sports related discussion and debates, bike riding, basketball, and sumo wrestling.

Talents: great listener, empathetic and realistic

College, Professional, Vocational Schools attended:

Major Subject:

Degree/Dates:

Cornell University

Diversity and Inclusion

Certificate / November 2020

San Diego State University

Social Work

Master of Social Work / May 2015

San Diego State University

Criminal Justice

Bachelor of Arts / May 2013

Special awards or recognition received:

Pretrial Services Agency, Chiefs Award, 2020
Federal Law Enforcement Training Academy, Director's Leadership Award, 2019
San Jose State University, Certificate of Appreciation, 2018

Please state reasons why you want to become a member of this Board/Commission/Committee, including what specific objectives you would be working toward as a member of this advisory board:

I am very interested in being a member of the Task force as I bring experience as a law enforcement officer and license clinical social worker. An interest of mine is the intersection of social work practices and law enforcement policies. Although both studies differ, the foundation is in diversity, equity and inclusion is present. An objective of mine is to examine inclusionary practices to determine if citizens of Santa Clara feel as an insider in their community and explore their feeling of belonging in our city. Also, I would like to recognize unconscious bias and how it affects the way people perceive, evaluate, and react to others.

Any other information which you feel would be useful to the City Council in reviewing your application:

In my current and previous employment, my responsibilities are to assess people ' s challenges and make recommendations to judicial officers of the court. In this mezzo level of support, I have been successful to assist personal/family systems. I ' d like the challenge of transitioning to a macro level of support that will affect my community and local agencies entrusted for services.

Are you associated with any Organization/Employment that might be deemed a conflict of interest in performing your duties if appointed to this position? Yes No Unsure

If yes, please name the Organization or Employment.

United States Federal District Courts. Nothern District of California

City policy directs all advisory body members not to vote on matters where there exists a potential conflict of interest. Would you be willing to abstain from voting if such a conflict arises? Yes No Unsure

Signature of Applicant:



Date Signed:

11/13/2020

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1. Why do you want to be a part of the Task Force on Diversity, Equity and Inclusion?

I want to be part of the Task Force on Diversity, Equity and Inclusion to support policies for lasting change. As a citizen of Santa Clara and a father of three young boys, its essential to pave the road not only for them but to all who reside here. Also, as a person of color, it's imperative to foster equity and inclusionary practices to support all disenfranchised people. The City of Santa Clara is diverse, educated and young. According to Santa Clara demographics found on the city's website, 80% of the age is between 18-64-year-old. The second age group is 19.9%, persons under the age of 18 years old. I want to be part of the Task Force that aids the next generation of Santa Clarans that gives them an equal and safe opportunity to continue this legacy.

2. What role do you feel the Task Force on Diversity, Equity, and Inclusion should have in the City of Santa Clara?

I feel that the role of this Task Force is as important as public safety in the community. Public safety and its policies are evident in Santa Clara and throughout the United States. They are measurable entities that can be evaluated. They are essential to the safety of all who reside here and order in our community. I feel the same way in reference to diversity, equity and inclusion. These topics can be measured, they can be evaluated, and they can lead to safety in the community. This Task Force has the potential to influence government systems, to change the path for disenfranchised people and to encourage a greater relationship with Law Enforcement Officials.

3. How do you see yourself contributing to building a diverse, equitable, and inclusive environment for all residents of the city?

I see myself contributing to building a diverse, equitable and inclusive environment for all by conducting a needs assessment of Santa Clara, understanding the current infrastructure in place and establishing relationships with all people in the City of Santa Clara. The needs assessment started with the support of President Obama's "commitment to Action" initiative and support by the City of Santa Clara's Task Force to engage in equitable issues and make recommendations to policies, structure and services. If chosen, I will work with Task Force members to inquire what areas of diversity, equity and inclusion are needed in our city. Understanding the City of Santa Clara's current infrastructure will be essential to making meaningful recommendations for systems change. I will ask questions about policies and procedures to gain a better understanding of its efficiency based in its outcomes. Lastly, I will aim to create meaningful relationships with

all members of the community to gain a better understanding of their concerns, their challenges and ideas. I'd like to speak to the CEO of Nvidia all the way to Santa Clara's park services employee in our local parks. I'd like to hear their perspective and insight.

4. What experience do you have working with issues of equity and inclusion?

While working at the Law Foundation of Silicon Valley, I was part of the companies Race, Equity and Inclusion (REI) Steering Committee. We evaluated our hiring practices, we evaluated our employment retention strategy, and we evaluated the workload of our Spanish Speaking employees. The Steering Committee made recommendations to the CEO and Board of Directors. Subsequently, certain policies were revised to promote equity and a sense of belonging within the organization.

On August 2020, the Northern District of California hosted a 21-day Challenge titled "Race Equity Habit Building Challenge." I was one of five co-facilitators chosen to host group meetings by Zoom. The group consisted of District Judges, Magistrate Judges, Attorneys, Probation Officers, Judicial Clerks and Court Room Officers. For 21 days, we completed reading assignments and gathered at the end of the week to discuss Race Equity Challenges. Although conversations were difficult; when speaking about race, privilege and implicit bias, co-facilitating the group with such distinguished professionals was empowering and inspiring. At the end of the 21-day challenge, we discussed recommendations we can make within our organization to promote inclusionary practices.

5. What strengths, skills, or knowledge will you bring to the Task Force on Diversity, Equity, and Inclusion?

If given the opportunity to join Santa Clara's Task Force on Diversity, Equity, and Inclusion, I will bring technical expertise of diversity and inclusion, a certificate program earned at Cornell University. These expertise include assessing engagement within an organization, distinguishing between diversity and inclusion, examining methods of fostering inclusion in work groups, and identify interventions that can help override errors in Judgement and decision making. Understanding and answering these questions noted above can assist us to provide the most effective and realistic recommendations to stake holders for policy, structure and service changes.