



Council and Authorities Concurrent & Special Stadium Authority Meeting

**Item 2B. Action on the Task Force on
Diversity, Equity, and Inclusion's
Recommendations on the Observance
of Indigenous Peoples' Day
(RTC 21-1689)**

December 7, 2021



**City of
Santa Clara**
The Center of What's Possible

Background

- In recent years, the City has received several resident inquiries regarding the City's observance of Columbus Day, most of which urged the City Council to observe Indigenous Peoples' Day in lieu of Columbus Day.
- At its October 15, 2020 meeting, the Task Force on Diversity, Equity, and Inclusion (Task Force) was asked to conduct a review of the issue and submit a recommendation to the full Council for their consideration.
- To inform the decision-making process, a community survey was developed to gather public input on the observance of Columbus Day and Indigenous Peoples' Day.
 - Survey was live from October 21, 2021 through November 12, 2021



Survey Results

Response to "Please select your position on the observance of Columbus Day and Indigenous Peoples' Day."	Responses Received*	Total # of Responses	Percentage
Maintain Status Quo: Observe Columbus Day on the 2 nd Monday of October	142	815	17%
Observe Indigenous Peoples' Day (or an alternate holiday name that honors Native Americans) instead of Columbus Day on the 2 nd Monday of October	438	815	54%
Observe both Columbus Day and Indigenous Peoples' Day on the 2 nd Monday of October or on different days.	101	815	12%
Observe Columbus Day on the 2 nd Monday of October and observe Native American Heritage Day on the 4 th Friday of September	134	815	16%

*Responses collected from October 21, 2021 through November 12, 2021.

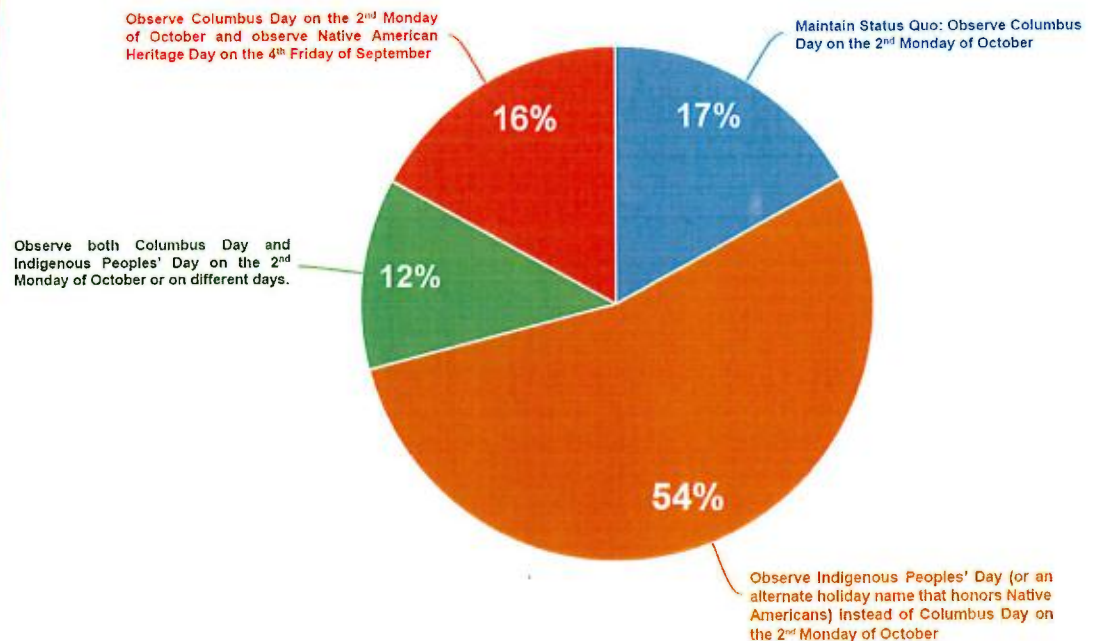
3

Survey Results

*Data collected October 21-
November 12, 2021



City of
Santa Clara
The Center of What's Possible



4



Task Force Deliberations

- After discussing the results of the survey on November 22, the Task Force voted unanimously to recommend to the City Council that the 2nd Monday of October be observed as a City holiday and celebrated as Indigenous People's Day in lieu of Columbus Day.
- As part of their motion, the Task Force also requested that Council refer the messaging of the renaming of Columbus Day to the Task Force as well as a request that the Task Force work with the Cultural Commission to develop recommendations to further promote and celebrate the cultural heritage of Native Americans, Italian Americans, and all cultures within the City.

5



Recommendation

- Accept the Task Force on Diversity, Equity, and Inclusion's recommendation to observe Indigenous Peoples' Day on the 2nd Monday of October in lieu of Columbus Day and direct the City Manager to take actions necessary to designate Indigenous Peoples' Day as a City-recognized holiday including but not limited to:
 - Draft an ordinance stating that the City will determine its holidays in accordance with state law and applicable labor agreements;
 - Modify labor agreements to reflect the holiday designation of Indigenous Peoples' Day;
 - Amend the most current Personnel and Salary Resolution to replace Columbus Day with Indigenous Peoples' Day;
 - Replace Columbus Day with Indigenous Peoples' Day on the City calendar.

6



Council and Authorities Concurrent & Special Stadium Authority Meeting

**Item 2B. Action on the Task Force on
Diversity, Equity, and Inclusion's
Recommendations on the Observance
of Indigenous Peoples' Day
(RTC 21-1689)**

December 7, 2021