

*Task Force on Diversity, Equity, and
Inclusion Bylaws*

Task Force Bylaws may not contradict the standard guide to parliamentary procedure, such as Robert's Rules of Order or any City of Santa Clara institutional policies or procedures.

I. Name: Task Force on Diversity, Equity, and Inclusion

- II. Mission:** In response to the national call for police use of force reform, the City of Santa Clara created the Task Force on Diversity, Equity, and Inclusion. Through an open dialogue with the communities of Santa Clara and directed by community input, the Task Force shall make recommendations for changes in government policies, structures, services, and culture that negatively impact or do not fully benefit historically disenfranchised communities. The Task Force will continuously involve the communities on recommendations and progress.

III. Membership Distribution List:

Member	Email
Darius Brown (Chair)	dariusjamal08@gmail.com
Neil Datar (Vice Chair)	ndatar@alumni.scu.edu
Andrew Knaack	andrew.knaack@gmail.com
Dianna Zamora-Marroquin	zamoraquin@gmail.com
Vacant Member seat	
Vacant Member seat	
Vacant Member seat	

Student Advisory Member	Email
Vacant Member seat	
Vacant Member seat	

IV. Selection of Members

- A. Membership requirements- The Task Force consists of Members that are volunteers and are appointed by the City Council. To be eligible, you must be a registered voter and resident of Santa Clara, and may not hold any paid office in, or be employed by, the City of Santa Clara.
- B. Meeting attendance requirements- Must be available to attend weeknight or weekday meetings.
- C. Candidates must apply for vacant membership seats and be recommended to City Council for appointment to Task Force. All members have a vote on Task Force actions.
- D. Remaining vacancies will be filled by End of November if appointed by City Council
- E. Start date begins in conjunction with City Council appointment. Membership will last until 7/01/2022.

V. Member Duties:

A. The Chair shall:

1. Call regular meetings.
2. Work with Task Force and City staff to create meeting agendas.
3. Support city staff with distributing agenda and draft minutes of previous meeting electronically to all members no less than 7 calendar days prior to each scheduled meeting.
4. Preside over meetings (Vice Chair presides if Chair is absent).
5. Provide public reports when needed.

B. Members shall:

1. Actively participate in all meetings and outside of meetings if on a sub-committee.
2. Be available to interact with all local constituents and organizations.
3. Be prepared to update Task Force on any outstanding items or interactions.
4. Other duties as identified from community engagements.

VI. Meetings:

A. The Task Force will meet the _____ of every

B. The Quorum for voting on Task Force actions will be set at 4 members. (6 if students can vote)

C. Task Force will meet virtually until public listening tours begin.

VII. Attendance:

A. Meeting attendance is necessary for conducting Task Force business.

VIII. Voting:

A. All members may vote. (What about student advisory positions?)

B. Formal motions must be made for all voting matters

IX. Amendments:

Process for amending these bylaws. No amendment to the bylaws may be introduced and voted upon in the same meeting. Either 4 or 6 votes are required to amend the bylaws? City Council governance body may override Task Force bylaw changes in accordance with the City Council's bylaws or policies and procedures.

Memorandum of Understanding Between City of Santa Clara Task Force for Diversity, Equity, and Inclusion and [Organization] as a Community Partner

The City of Santa Clara formally approved the Task Force for Diversity Equity and Inclusion ("TFDEI") through a unanimous City Council vote on September 29, 2020. TFDEI will, on behalf of the City, conduct outreach to the Santa Clara community, determine areas of city governance to review including police reform, and make recommendations to the City Council on specific reforms to promote the inclusive values of the City. In carrying out its mission, TFDEI seeks to establish partnerships with local organizations and identify certain Community Partners.

1. Goals of Collaboration. TFDEI seeks to engage directly with organizations that actively serve members of the Santa Clara community and to partner with them. The framework for the Community Partner relationship is outlined below. TFDEI will request collaboration and support on conducting outreach to the community and consult with [Organization] on its proposals for City governance reform.
2. Liaisons. Each party shall designate a person or office to serve as liaison for implementing this MOU. These liaisons will exchange information regularly.
 - a. For City of Santa Clara TFDEI, the liaison shall be [name] at [email]
 - b. For [Organization] the liaison shall be [name] at [email]
3. TFDEI Commitment to Community Partners. The Task Force will strive to maintain the following commitments to its Community Partners.
 - a. Community Partners to the City of Santa Clara Task Force for Diversity, Equity, and Inclusion will be consulted regularly on our progress and will be asked for input from Task Force members
 - b. Each Community Partner will have a "liaison" assigned to them from the Task Force. The Task Force liaison will be, at all times, an official member of the TFDEI who has been confirmed by the City Council.
 - c. Community Partners should direct most communications to their official liaison. Liaisons will work with the City to get Community Partners on the official agenda for special presentations to the Task Force and to engage with partners on issues of policy and community outreach.
4. Requests and Expectations of TFDEI for Community Partners. The Task Force makes the following requests of its Community Partners.

- a. Community Partners will assist the Task Force in engaging the Santa Clara community in dialogue on issues of police reform, diversity, and inclusiveness in the City.
 - b. The Task Force will consult with the partners and request feedback and assistance on which groups and organizations we should direct outreach to for prospective listening sessions.
 - c. The Task Force will request the assistance of Community Partners with promoting and structuring of the listening sessions. The Task Force requests that Community Partners assist the Task Force in reaching out to underrepresented communities and raising awareness of the listening sessions to increase attendance and dialogue.
5. Effective Date and Termination.
- a. This MOU shall have effect from the last date that the document has been signed by both parties
 - b. This MOU shall terminate automatically after the completion and winding up of TFDEI by the City of Santa Clara, expected to occur in 2022 or 2023.
 - c. Either party may terminate this MOU by delivering one month written notice to the other party.

For the City of Santa Clara:

For [**Organization**]:

Signature

Signature

Printed Name & Title

Printed Name & Title

Date

Date

10/15/2020

ITEM 5

From: Amy Gurich
To: Equity Task Force
Subject: Application Request for Task Force
Date: Thursday, October 8, 2020 4:12:04 PM

Hello,

I am a Santa Clara resident and a teacher in SCUSD.

I am interested in an application for the Task Force On Diversity, Equity and Inclusion.

Thank you, Amy Gurich

Amy Gurich
736 Asbury Place
Santa Clara, CA 95051
(408) 239-6740

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Amy Gurich
Buchser Middle School
6th Grade Language Arts
Shark Team: Being Our Personal Best!

POST MEETING MATERIAL

From: Sergiy Lozovsky
To: Equity Task Force
Subject: Task Force application
Date: Friday, October 9, 2020 12:37:19 PM

Hi,

I'm interested in participation in Task Force efforts. I have an idea how to reduce violence during police engagements.

Thanks,

Sergiy.

POST MEETING MATERIAL

From: Brian Wo
To: Equity Task Force
Subject: Task Force on Diversity, Equity, and Inclusion
Date: Friday, October 9, 2020 1:17:36 PM

Hi Task Force,

I would be interested in applying for one of the open seats, please send further information.

Thank you,
Brian

--

Brian Wo
Co-Founder and Chief Program Officer
Bay Area Anti-Trafficking Coalition
baatc.org
facebook.com/baatc.org
@BaatcDotOrg
freedom-summit.org

POST MEETING MATERIAL

From: michael armer
To: Equity Task Force
Subject: Concerned
Date: Saturday, October 10, 2020 12:31:19 PM

Recently I received a Commit to Action letter from City of SC. In it there were some things said that were out of place and down right false.

First, the inflammatory description of the Floyd event. Floyd WAS NOT MURDERED. Floyd was nothing more than a two bit criminal. His extensive criminal record apparently had taught him nothing. It's been convenient to start the Floyd story from the middle of the book and leave out the beginning. The police officer in question was guilty of using a tactic out side of police policies. None of the police that were involved knew Floyd was high as a kite on fentanyl and methamphetamine. We know those drugs can severely alter your bodily functions. Unfortunately the officers knee on the back of his neck, a procedure that normally wouldn't kill anyone, was the trauma it took to shut down Floyd's breathing. Had Floyd not have died he would have had more charges applied to his growing criminal record. Driving under the influence, possession of a narcotic,, resisting arrest and passing counterfeit money. It was NOT a racial event as well. That along with using the word "murder", was used to facilitate the violent street demonstrations. It's inflammatory and we don't need to attraction.

Second, the mentioning of our city remaining somewhat calm while other democratic/liberal cites were overrun by anarchist's that used Black Lives Matter as an excuse to destroy cites. BLM by the way, has morphed into B-urning L-ooting M-ayhem. None of which we want in our city(s). But I have no doubt that our elected leaders, should these violent scum bags make it in any quantity into SC County, will be allowed to terrorize residents and destroy city property as well. Make sure and give credibility to the scum bag demonstrators is the norm through out democratic states while holding back the police.

Third, while your having meetings analyzing police procedures you might keep in mind that the majority of police interventions with people being caught committing crimes end up doing the following, 1. refuse to comply with the police 2. do the opposite of whats being asked to do 3, start a fight with and assault the police. These 3 steps generally escalate end results of why police are there. End results are brought on by the people themselves. And it doesn't mater what color you are. But since a hand full of Blacks are being made to look like NONE of it's their fault and if you look at the whole story, you'll see,..... they brought it on themselves. Totally, Bad Black Behavior. Blame the right environment.

Thanks.....Mike in SC

POST MEETING MATERIAL

From: Mrunalini Khare
To: Equity Task Force
Subject: Task force inclusion
Date: Sunday, October 11, 2020 1:30:11 PM

I am interested in joining the Task Force on Diversity, Equity and Inclusion.
What's the process for that?

Thanks,
Mrunalini Khare

Sent from my iPad

POST MEETING MATERIAL

From: Miles Johnson
To: Equity Task Force
Subject: Input for the Task Force
Date: Monday, October 12, 2020 10:53:32 AM

Since the Santa Clara City Council has solicited our input on priorities for police reform, I have a few things that are important to me and that I have not seen addressed in local protests that I've attended this year.

In the spirit of "looking beyond the police department", I think it's important that our representatives advocate for reforms on a larger scale. Two things that I believe could have and should have ended at the height of the protests are **the 1033 program** and the protections of **qualified immunity**. On a local level, I am not informed about but see importance in **the proportion of officers living in the city where they work**.

It is my understanding that this year LAPD has withdrawn the supply of grenade launchers in our public schools -- this is the kind of **demilitarization** I would expect to see police forces set precedent on wherever possible, as it impacts the mentality of officers and citizens and inherently escalates interactions.

The prevalent presentation of reforms by **8 Can't Wait** have also raised another issue: as was notoriously demonstrated in the case of Eric Garner, reforms mean nothing without their **enforcement of punishment**. Ending qualified immunity is an important cause for every community to take up in order to give weight to our laws and policy on police conduct.

At a local level, I would like to know more about how many Santa Clara PD live where they work. One of the main reasons for this is that officers who live outside of our communities **drain tax dollars to investment in other communities**. I understand the risks of their work that lead many officers to desire anonymity, but I believe this ultimately feeds into an antagonistic and dangerous relationship between officers and a community.

Thank you in advance for your consideration and your advocacy,

Miles Johnson

From: Gregory Niven
To: Equity Task Force
Cc: Gregory Niven
Subject: Participation on task force
Date: Monday, October 12, 2020 5:30:52 PM

Hi there,

I got your letter in the mail regarding the task force and I believe that I would be interested to participate.

I immigrated to America from Canada in February of 1999 and have lived here in Santa Clara ever since, becoming a citizen about 8 years ago. I was originally working for a laser company in Santa Clara and eventually started up my own laser company here. I have previously taken the "Leadership Santa Clara" course and have been an active volunteer in my Forest Park community. I have travelled extensively internationally for business (and some pleasure!) and feel that I could help bring a unique perspective to the Task Force.

Best regards,

Greg Niven
Mob: +1-408-636-6375

POST MEETING MATERIAL

From: [Dana LoVecchio](#)
To: [Equity Task Force](#)
Subject: Great Work
Date: Monday, October 12, 2020 6:58:03 PM

Hello,

I received a letter in the mail letting me know that this task force has formed. This is really exciting and I'm glad that the city of Santa Clara is stepping up.

I'm not sure if I want to be on the task force yet, but I did want to reach out. I teach first grade at Montague Elementary school here in Santa Clara and am also the chair of the Equity and Human Rights Committee for the teachers union. We, like you, are also at our early stage and are working on our mission, vision, and goals. Is the school district one of the systems that the task force could look at? If, in the future, you decide to, I would like to be a thought partner with you.

I will keep a look out for the listening sessions and look forward to the great work that you'll do.

Dana LoVecchio

POST MEETING MATERIAL

From: Ravi Chityala
To: Equity Task Force
Subject: Equity task force
Date: Monday, October 12, 2020 10:22:33 PM

Hello

My name is Dr. Ravi Chityala. I live in Santa Clara and currently work at Apple. I am an engineer and educator who has taught at University of California, Santa Cruz Extension and has also authored multiple books.

I would love to be considered for the "Task Force on Diversity, Equity and Inclusion". Please send me the application at the earliest.

If offered, I can put my civic mindedness and methodical scientific approaches to improve equity in Santa Clara.

Thanks,

Ravi Chityala

Essential Education

[https://gcc02.safelinks.protection.outlook.com/?](https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fessentialeducation.co%2F&data=02%7C01%7Cequitytaskforce%40santaclaraca.gov%7C4bad25ece6f04825b95608d86f37fab6%7C28ea354810694e81aa0b6e4b3271a5cb%7C0%7C1%7C637381633521290663&sdata=3tyUjXr3kCV%2BvRLGLH9j%2BHeQiD2APRp5hpRcKNCik%3D&reserved=0)

[url=http%3A%2F%2Fessentialeducation.co%2F&data=02%7C01%7Cequitytaskforce%40santaclaraca.gov%7C4bad25ece6f04825b95608d86f37fab6%7C28ea354810694e81aa0b6e4b3271a5cb%7C0%7C1%7C637381633521290663&sdata=3tyUjXr3kCV%2BvRLGLH9j%2BHeQiD2APRp5hpRcKNCik%3D&reserved=0](https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fessentialeducation.co%2F&data=02%7C01%7Cequitytaskforce%40santaclaraca.gov%7C4bad25ece6f04825b95608d86f37fab6%7C28ea354810694e81aa0b6e4b3271a5cb%7C0%7C1%7C637381633521290663&sdata=3tyUjXr3kCV%2BvRLGLH9j%2BHeQiD2APRp5hpRcKNCik%3D&reserved=0)

POST MEETING MATERIAL

From: Darcy Craig
To: Equity Task Force
Subject: Application for inclusion
Date: Tuesday, October 13, 2020 7:06:02 PM

Hello,

I received the mailing on the newly created Task Force on Diversity, Equity, and Inclusion. I believe that it is important to include an independent citizen in the selection of a Task Force such as this. I also believe that fair representation must include a community member who cares deeply about Santa Clara... and who's decisions will not be influenced by any political ambitions.

I am interested in being considered for one of the remaining three seats. Please send me an application as soon as they are available.

I can provide my mailing address if needed and can be reached via email at this address.

Thank you,

Darcy Craig | eBusiness Analyst | 669.800.2547
One Workplace | 2500 De La Cruz Boulevard | Santa Clara, CA 95050
www.oneworkplace.com

POST MEETING MATERIAL

From: Andy and Liz Gong
To: Equity Task Force
Subject: Concerns about New Task Force defunding the Police
Date: Tuesday, October 13, 2020 1:33:08 PM

Hello,

I received the mailer that you sent out today regarding the new Task Force. I've been a Santa Clara resident for over 10 years now. We own a home here. Our kids go to school here, and I can agree that Santa Clara is a wonderful city in which to raise our children. During the recent riots/protests, I can say that I did not feel threatened. We felt safe in our home and community. I believe it is due to the wonderful citizens that make up our community here. Of the 10 years that we have lived here, I have never felt like the Santa Clara police department or any of the officers have EVER been a threat to me or my family. In fact, all the encounters that we have had with them have been nothing but professional. The information you provided regarding the purpose of the new Task Force is very vague. My number one concern is WHERE are you getting the money to fund this new Task Force? Is this where our tax dollars are going? Do we not get to vote on this as a community? To rely on 4-7 people to relay and teach the understanding of diversity to our community does not seem to solve the problem. It's going to create more money that WE, the citizens of Santa Clara, have to pay for. We live in a very diverse community (of which I am a part of and thankful for). The teaching of racism and diversity should start in the home. This program sounds like a DEFUNDING of the police in the guise of a "NEW Task Force". Please don't waste our tax dollars!!! The Santa Clara Police Department is doing a great job. If I need to call 911, I want them to be there to respond.

Thank you,
Liz Gong
Concerned Tax Payer

From: Lawford Goddard
To: Equity Task Force
Subject: Interest in task force
Date: Wednesday, October 14, 2020 11:31:43 AM

Hi:

I am interested in joining the task force. Can you send me the application form?

Thanks.

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When shopping at Amazon, you can donate .05% of every purchase made to ABPsi by shopping at: www.smile.amazon.com and selecting The Association of Black Psychologists as your charity.

From: Eliza Riley <eliza.riley@collegeofadaptivearts.org>
Sent: Thursday, October 15, 2020 11:39 AM
To: Equity Task Force
Subject: Representation of people with disabilities

Hello equity task force,

I am so excited that this group has formed, our police have gone above and beyond in working with me. I just wanted to make sure that people with disabilities were going to be adequately represented in the work you do. I can not tell you how scary it is too watch my brothers and sisters get taken out of their wheelchair's and the chairs are just tossed aside. Then there are the horror stories of not being able to even get into a vehicle when arrested, let alone the police station. I am just wondering who you have on the force representing those like myself, people with disabilities.

Thanks much,
Eliza
(408)834-5003

From: Eliza Riley
To: Equity Task Force
Subject: Representation of people with disabilities
Date: Thursday, October 15, 2020 11:38:54 AM

Hello equity task force,

I am so excited that this group has formed, our police have gone above and beyond in working with me. I just wanted to make sure that people with disabilities were going to be adequately represented in the work you do. I can not tell you how scary it is too watch my brothers and sisters get taken out of their wheelchair's and the chairs are just tossed aside. Then there are the horror stories of not being able to even get into a vehicle when arrested, let alone the police station. I am just wondering who you have on the force representing those like myself, people with disabilities.

Thanks much,
Eliza
(408)834-5003

From: Jamie Minden (Class of '21)
To: Equity Task Force
Subject: SJPD Indépendant Investigation
Date: Wednesday, October 14, 2020 7:43:05 PM

Hello, my name is Jamie Minden and I am a resident of Mountain View, CA. I am extremely disgusted and disturbed by the action of the San Jose Police Department, as well as individual officers within the SJPD; time and time again, police officers within this department have resorted to excessive and unnecessary force during the arrest of Black Lives Matter activists and organizers in San Jose. The surveillance and intimidation tactics adopted SJPD and used to target said organizers must stop **immediately**. As a concerned resident, I demand that the entirety of SJPD go under independent investigation, **immediately** for its use of illegal police actions, including but not limited to: SJPD's use of excessive force, SJPD's failure to provide the proper identification prior to arrests, SJPD's failure to provide proof of warrants, and lastly, SJPD's unlawful arrests which were made without the use of an issued arrest warrant. To speak to some specific events that should **immediately** be investigated, I'm asking you to look into the recent unlawful arrests and use of censorship and intimidation tactics against organizers from the Hero Tent and Black Outreach organizations.

Sincerely,
Jamie Minden

Sent from my iPad

POST MEETING MATERIAL