

## RESPONSE TO COUNCIL QUESTIONS RE: 1/12/21 CITY COUNCIL AGENDA

### Agenda Item #3.E (21-1404)

**Action on a Resolution Authorizing the City Manager to Procure, Negotiate and Execute Amendments, Change Orders, and New Agreements with Various Vendors as Required to Complete Emergency Repairs and Maintenance at the Gianera Generating Station, in an Aggregate Amount Not-to-Exceed \$2,567,736**

**Council Question:** We had predictive maintenance with Reliability Optimization, Inc for this facility.

“The Services to be performed for the City by the Contractor under this Agreement is to provide predictive maintenance service which include but are not limited to: vibration testing and analysis, on-line and off-line motor and motor circuit analysis, infrared thermographic imaging of equipment and analysis, oil analysis and instrumentation support as needed.” Did ROI report the issues we are facing for this site? If not, why not? Basically, where did they fail. Is there any machinery breakdown insurance? If available, is it worth looking into that?

**Staff Response:** Under the current contract with ROI for the Gianera plant, ROI only performed minimal predictive maintenance. The amendment for Council consideration today under item 3K proposes to add services to mimic those provided at DVR –Thermography of electrical components and connections, Vibration sampling and analysis, Oil filled Transformer sampling and analysis, Lubricating Oil sampling and analysis. These types of services will support identifying issues proactively. As an example, the Gianera Gearbox issue was caused by a bearing failure in the gearbox. ROI’s scope did not include vibrational sampling or analysis of gearbox nor did it include lube oil sampling and analysis which we believe contributed to the bearing failure. The new scope includes this sampling and analysis

The City does not have insurance for equipment repair or business interruption. The insurance climate for power plants is currently very challenging and has required significant work to complete SVP’s insurance portfolio in recent years. NCPA (a JPA in which the City is a major participant) was unable to secure business interruption insurance.

**Council Question:** It seems that Gianera is used only for resource adequacy and is only 48MW.

What is the capacity factor for this power plant? How often does it turn on and what is the ramp up time? Does it make sense to look at using battery storage to replace some of the turbines in this plant? For \$2.5 million, we could get 5 MWh of battery storage.

**Staff Response:** Ramp up time for Gianera is approximately 10 minutes

#### 2019 Gianera use

	Starts	Hours	Average Run	Capacity Factor	MW-Hr
Unit 1	61	103	2.1	1.07%	2,317.79
Unit 2	61	100	2.2	1.02%	2,211.30

#### 2020 through Q3 (data for Q4 2020 not completed yet)

Unit 1	45	137	2.6	1.58%	2,595.17
Unit 2	48	133	2.6	1.72%	2,817.14

#### It is estimated Q4 2020 will be

Unit 1	16	40	2.5	1.81%	
Unit 2	12	30	2.5	1.36%	

Based on 48MW, Gianera provides an estimated \$20,000 (or \$7.0 million plus a year) a day in RA capacity that would need to be replaced and also for Ancillary Services with the CAISO (such as Spinning and Non-Spinning reserves). We also need the full plant during the summer peak months to serve current and future needs. SVF needs to expand to accommodate future growth, and this is an in-city resource that is not affected by current transmission capacity constraints. In addition, due to events of last summer, the CPUC/CAISO is placing requirements for Local RA, which Gianera could provide and will raise the RA value between 15-20%.

We recently put out an RFP for battery storage for a 50MW system. We will know actual Santa Clara prices based on that RFP. However, based on prices received by NCPA and PGE on recent submittals/ projects, battery prices have been between \$1.0 and \$1.25 million per MW. For \$2.5 million we would get approximately 2.0-2.5MW. Without these repairs 50% of Gianera would not be operational so we would need to replace 24MW. With batteries that cost could be between \$24 to \$30 million to replace one unit of Gianera and would take two to three years to implement.

**Agenda Item #3.I (21-1073)**

**Action on the Parks & Recreation Commission Recommendation that the Council approve the Magical Bridge All-Inclusive Playground in Central Park Schematic Design Scopes A, B, C and D and Introduction of an Ordinance Approving the Central Park All-Inclusive Playground Schematic Design in Accordance with City Charter Section 714.1**

**Council Question:** I'm confused about how measure-R impacts this project. Somewhere I see analysis that we don't have to put this on a ballot for public vote. But elsewhere I see that we do. In the Ordinance I see the following which leads me to believe that it does have to be a ballot measure. If we do make it a ballot measure, I would like to update Measure-R which I consider to be seriously flawed.

**WHEREAS**, the voters of the City of Santa Clara passed Measure R in 2016, which added section 714.1 to the City Charter, which prohibits substantial building, construction, reconstruction, or development of parks and recreation facilities except pursuant to ordinance subject to referendum; and,

**WHEREAS**, the Park Project Improvements constitutes a substantial building, construction, reconstruction and/or development, and is subject to Measure R; and,

**Staff Response:** Measure R, passed in November 2016 with over 89.61% (33,552) voter approval, added provisions to City Charter Section 714.1 Protection of Parkland and Public Open Space. The measure basically 1) prohibits the sale, lease or disposition of public park property, or 2) use changed, abandoned or discontinued for a period of one hundred eighty (180) days or more without two-thirds majority vote of the electorate at a general municipal election; and, 3) prohibits substantial building, construction, reconstruction or development on park property except pursuant to ordinance subject to referendum. These provisions were analyzed for applicability to the project.

1. Sale/Lease/Disposition. There is no sale, lease or disposition.
2. Change in use over 180 days. While the use of the existing playground will be suspended for over 180 days, the existing non-compliant playground will be replaced with a Magical Bridge Playground to meet current Code standards; the use will not change since it will be a playground for a playground. Since it is not a change in use lasting more than 180 days, a majority vote of the electorate is not needed. This approach is the same the City has used over the past four years for the rehabilitation of other aged City park infrastructure and playgrounds to meet the intent of Measure R.
3. Substantial building, construction, reconstruction or development upon dedicated parkland except pursuant to ordinance subject to referendum. Since the Magical Bridge All-Inclusive Playground Project in

Central Park may be considered a “substantial building, construction, reconstruction, or development” of the existing park and playground, the approval of the Schematic Design and update of Central Park Master Plan to include the proposed park playground, pathways, landscaping, etc., do require an ordinance subject to referendum in order to comply with Measure R. This is a non-codified ordinance which will come back to Council at a subsequent meeting for adoption in accordance with City Charter sections 808 and 812.

**Agenda Item #3.J (21-1155)**

**Action on Amendment No. 1 to the Management Agreement between Lifetime Tennis, Inc. and the City of Santa Clara to address COVID-19 Impacts to Programs & Revenue**

**Council Question:** I need the 2019 financial figures for the organization. (As per contract agreement clause 9A and 9B respectively.)

**Staff Response:** See attached LifeTime Tennis 2019 Financial Report, and a comparison report for 2019-20 Jan-Nov.

**Agenda Item #3.K (21-1307)**

**Action on Various Agreements for Silicon Valley Power (SVP), authorize the City Manager to: 1. Execute Amendment No. 1 to an Agreement for the Performance of Services with GE Grid Solutions, LLC for JMux Professional Support Services for network communication and control system; 2. Execute Amendment No. 1 to an Agreement for the Performance of Services with Reliability Optimization, Inc. for predictive maintenance services for SVP Generation Assets; 3. Execute Amendment No. 1 to an Agreement for the Performance of Services with Koffler Electrical Mechanical Apparatus Repair, Inc. (Koffler) for maintenance and repair of electrical equipment such as pumps, fans, and motors; and 4. Add or delete services consistent with the scope of the agreements, and allow future rate adjustments subject to request and justification by contractor, approval by the City, and the appropriation of funds**

**Council Question:** I realize that some of these contracts are due to go out for new bids but it seems to me that the rate of increase on these contracts is very high: +26%, +39% and +46%.

**Staff Response:** As committed to Council, staff continues to increase its proactive maintenance efforts. Part of that work is having executed contracts in place with contractors who can perform typical work. This avoids the significant timeline required to execute an agreement after work needs are identified. Staff is working closely with Purchasing to issue requests for proposal (RFP) where needed and extend existing contracts where more appropriate. Predictive maintenance decreases the need for emergency or unexpected work such as the work at DVR last year and Gianera this year. **The increases are due to additional scope of work and rate increase as further explained for each individual contract below.**

**Council Question on +26%:** GE Grid Solutions, LLC: The proposed Amendment No. 1 to the Agreement for the Performance of Services with GE will extend the term by three years and increase the cost from \$95,750 for three years to \$241,278 for six years. Sufficient funds are available in the Amended FY 2020/21 Operating Budget in the Electric Utility Operating Fund.  $\$241K * 3/6 = \$120.5K$  and  $\$120.5K/\$95.8 = 126\%$

**Staff Response on +26%:** As stated in the report change in pricing is primarily due to a shift from the contractor’s Silver level of support to the “Platinum” level of support. This increases support to twenty-four hours per day, seven days per week from the previous Silver level of support which was only available eight hours per day and five days per week. In addition, the Platinum level of support includes proactive on-site visits and training. Staff has recommended this increased level of support due to the age of the system and the addition of new nodes (or devices) supporting critical and essential services.

**Council Question on +39%:** Reliability Optimization, Inc. (ROI): The proposed Amendment No. 1 to the

Agreement for the Performance of Services with ROI will extend the term by two years and increase the cost from \$350,154 for three years to \$810,686 for five years. Sufficient funds are available in the Amended FY 2020/21 Operating Budget in the Electric Utility Operating Fund.  $\$810.7K * 3/5 = \$486K$  and  $\$486K/350K = 139\%$ . Or another way to look at it is even worse:  $\$810K - \$350K = \$460K$  for two years à  $\$230K/year$  versus  $\$350K/3 = \$117K/year$  AND  $\$230K/\$117 = 196\%$ .

**Staff Response on +39%:** As stated in the report the increase is primarily associated with changes in services as outlined in the following list, and changes in rates which are in alignment with State of California prevailing wage rates required for some services included in this agreement. This increase in scope is summarized as follows:

- Addition of services to SVP's remote sites (Black Butte, Stony Gorge, and High Line) -Previously SVP was not performing this predictive service at remote sites which could create issues.
- Increased in scope for Predictive Maintenance at Gianera to preserve asset availability - Previously, Gianera received minimal Predictive Maintenance support. The services provided will mimic those provided at DVR and the Cogen plant –Thermography of electrical components and connections, Vibration sampling and analysis, Oil filled Transformer sampling and analysis, Lubricating Oil sampling and analysis.
- Increased frequency of inspections and added scope of services at DVR and Cogen during this 2-year period. Staff added the collection/sampling of Transformer Oil and Lubricating Oil to ROI's scope. This supports known maintenance requirements and preventative measures put in place to avoid damage to aging equipment.

**Council Question +46%:** Koffler Electrical Mechanical, Inc.: The proposed Amendment No. 1 to the Agreement for Services with Koffler will extend the term by two years and increase the cost from \$144,408.09 for three years to \$350,000 for five years. Sufficient funds are available in the Amended FY 2020/21 Operating Budget in the Electric Utility Operating Fund.

**Staff Response on +46%:** Increases in rates are in alignment with State of California prevailing wage rates required for these services. Koffler provides services both at their shop and at City facilities primarily SVP's generation facilities located in Santa Clara such as repairs identified through routine testing and inspection. The difference in total contract spending is associated with additional services that are not known at this time as the actual needs are identified through ongoing preventative analysis and maintenance. As part of our more proactive approach to testing and inspection we expect we might require additional services which also accounts for part of the increase.

It is important to note that we must approve all work and cost prior to proceeding. When services are requested greater than five (5) days in advance Contractor shall provide a quote for the anticipated services. Such quote shall be approved in writing (e-mail acceptable) by one of the following: Electric Program Manager, Electric Utility Division Manager, Assistant Director Electric Utility, Chief Electric Utility Operating Officer permits the City to assure that services were provided at the rates authorized in this Purchase Order.

### **Agenda Item #3.L (21-1194)**

**Action on Amendment No. 1 to the Management Agreement between City of Santa Clara and The Santa Clara Swim Club, Inc. for Mary Gomez Pool to address COVID-19 Impacts to Programs & Revenue**

**Council Question:** I need the 2019 financial figures for the organization. (As per contract agreement clause 9A and 9B respectively.)

**Staff Response:** See attached Santa Clara Swim Club 2019 Financial Report, and a preliminary comparison report for Jan – Nov 2020. The P&L is aggregate of all SCSC sites.

**Agenda Item #3.P (21-1084)**

**Action on an Agreement with Jones Lang LaSalle Americas, Inc. (JLL) for Consulting Services for the Development, Implementation and Operation of Comprehensive Tourism Strategy**

**Council Question:** Do we have a city funded tourism strategy? Should we wait till after: January 26 Discussion and Direction on the Conversion of the Santa Clara Tourism Improvement Area Law of 1989 to a TID Established under the Property and Business Improvement District Law of 1994?

**Staff Response:** There will be information provided during the January 26 Council meeting, however in brief, City's current efforts regarding a tourism strategy has been focused on the creation and implementation of a governance structure (that corrects past deficiencies) intended to meet separate but aligned objectives of key constituencies.

The creation of an overall tourism strategy includes the Convention Center (Spectra/Levy); Silicon Valley/Santa Clara Destination Marketing Organization; Santa Clara hotels and the City of Santa Clara. The Convention Center and DMO have been developing procedures; policies; performance indicators that are consistent with the requirements of the City and the use of public funds and responds to the findings of the TAP International audit. Additionally, while conversation is actively taking place on a tourism strategy between these stakeholders, with City Council appointed representative and City staff involved, COVID induced changes and impacts are informing short- and long-term efforts to recover.

The January 26 discussion will focus on two areas: 1) The proposed conversion of the TID to implement changes in district governance structure and term, and 2) A proposed change in TID assessment formula from \$1.00 per occupied room night to a percentage-based assessment of gross short-term rental revenues. These actions are prescribed by law and follow an almost two-year long conversation about this preferred governance structure. Council direction on the funding strategy will greatly influence the viability of the components of a tourism strategy and the ability to execute the strategy.

Action on the JLL contract is requested on January 12, because the scope of the agreement is separate from the January 26 discussion on the tourism marketing funding strategy.

**Council Question:** Since we have spectra and now a DMO can we now hire a marketing agency to market us rather consultant?

**Staff Response:** JLL is not responsible for any direct marketing efforts, but will with work the DMO (and Spectra/Levy) in their efforts to develop an initial marketing plan to promote the Convention Center and the City. This assistance includes review and facilitation of a Request for Proposal process for branding/website and marketing services. With its extensive knowledge and expertise in the hotel, venue and tourism industry, JLL has been and will continue to work with the City to guide efforts of Spectra, the DMO and all stakeholders to the successful implementation of the overall strategy. Additionally, JLL supports efforts around organizational development, operations and service delivery, policy development, sales and marketing, and enhanced collaboration. With the hiring of the CEO for Santa Clara's new DMO and some resources from Spectra, the overall efforts on booking longer term large meetings/conventions at the Convention Center are underway.

**Council Question:** Is there annual reports for all the services done by JLL since initial hiring? I'd like to see those.

**Staff Response:** There are no annual reports of services. However, staff can compile reports, presentations and other material to forward to the Council. As explained at prior Council meetings, the City did not have in-house resources or expertise in management and oversight of convention center and tourism – JLL has brought those resources for guiding staff through corrective action and longer-term governance, management, and overall policies for this industry.

**Council Question:** Can we get marketing input for free via stakeholders at City Marketing Committee Meetings?

**Staff Response:** Yes, Convention Center and now DMO representatives have been and will continue to attend the Economic Development Marketing and Communication Council Committee Meetings if desired by the Committee. Staff will work with the EDMC committee chair to discuss workplan and agenda items for the Committee meetings; however, it does not appear that the input for free from the Marketing Committee would address the full needs, as recently discussed by TID, DMO, Spectra, and City staff for the Convention Center. Securing multi-day conventions/meetings at the Convention Center requires an industry-specific approach targeting regional and national meeting and event planners.

**Council Question:** Can I get an accomplishments list done by JLL?

**Staff Response:** Yes, this information can be compiled and forwarded to the Council, however, the scope of work in the contract describes work efforts completed or underway.

**Agenda Item #3.R (21-1245)**

**Action on the Schematic Design of the New Public Neighborhood Park Located at 1205 Coleman Avenue (Gateway Crossings)**

**Council Question:** Attachment #1 is illegible in the packet. I would like to know what the in-lieu park fees will be.

**Staff Response:** As approved, the project anticipates 2.5 acres of public parkland dedication and the remainder fees due in lieu of parkland dedication in the amount of \$20.7M, after credit for 50% of private recreational space and amenities.

**Council Question:** Do they have bathrooms for the park/ changing stations for infants? Bike lockers/locks?

**Staff Response:**

1. Bathrooms: Public restroom access will be provided to park patrons located in the publicly accessible lease office lobby and adjacent to the Blue Garden.
2. Changing Stations: Generally, new park restrooms include infant changing stations. Accessible/special need changing stations will be added to the park design standards.
3. Bike lockers/spaces: Neighborhood Park six bike lockers. Linear Mini Park 16 bike parking spaces, Blue Garden four bike parking spaces.

**Agenda Item #3.S (21-1227)**

**Action on the Award of Purchase Orders to Universal Site Services, Inc. for Sweeping Services through June 30, 2025**

**Council Question:** This seems like another \$25,800 City subsidy to the owners of the Franklin Mall. Other malls in the City pay for their own sweeping. I would like to discuss how we proceed with removing subsidies to the owners of the Franklin Mall.

**Staff Response:** The responsibilities for funding the operations, maintenance, and capital improvements for Franklin Mall are covered under City of Santa Clara Parking Maintenance District No. 122 – Franklin Square, which Council has recently approved. The Franklin Mall is made up of both City owned property (parking and common areas) and privately owned property (businesses), as a result the maintenance district was established back in the 1960's. The responsibilities have changed over the years and most recently in 2002, the private property owners and City Council agreed that:

- City would cover the cost for maintaining the parking lots and common areas.
- The private property owners would contribute a combined total of \$14,200 annually (minus any accrued interest) to fund capital improvement costs for parking lots or common areas.

The assessment of fees for the maintenance district is heard by Council annually, the report for 2020 was on the 6/9/2020 agenda. Any changes to the maintenance district would require Council approval, coordination with the property owners and would have to be done in accordance with the state laws covering maintenance districts.

**Agenda Item #3.U (21-1264)**

**Action on the Appointment of Qian Huang to the Planning Commission to Serve a Partial Term Ending June 30, 2021**

**Council Question:** If we open up the recruitment process how long will it take and is there a possible date or time period in mind?

**Staff Response:** Staff will bring a report forward to the second meeting in February (2/23) to declare vacancies on the Boards and Commissions and to begin the annual recruitment which includes the Planning Commission. The process is to open a six-week recruitment for all our vacancies and terms ending June 30, 2021. It would open March 1 and close April 19. We would schedule interviews sometime in May to have everyone ready to begin by July 1—thus, an approximate 5-6 month process.

**Agenda Item #3.V (21-1403)**

**Action on the Task Force on Diversity, Equity, and Inclusion's Recommended Appointments to the Task Force Vacancies**

**Council Question:** It seems to me that the applications for the 6 candidates should have been included in the Council Packet like the applications for the Planning Commission.

1. Appoint Joyce Davis, Mark Gilley, and Dorothy Ma to the three (3) vacancies on the Task Force on Diversity, Equity, and Inclusion (Task Force) as recommended by the inaugural Task Force members; and
2. Approve establishment of an eligibility list with Innae Park, Kevin Landis, and Gustavo Rangel that will be active for one (1) year and used in the event a Task Force vacancy occurs.

**Staff Response:** Attached please find the six candidate applications.

**Lifetime Tennis Inc.**  
**Profit & Loss**  
January through December 2019

	<b>Santa Clara</b>
	<b>Jan - Dec 19</b>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
Revenue	849,683.81
Returns and Allowances	(1,037.00)
<b>Total Income</b>	<b>848,646.81</b>
<b>Cost of Goods Sold</b>	
Cost of Goods Sold	30,561.73
<b>Total COGS</b>	<b>30,561.73</b>
<b>Gross Profit</b>	<b>818,085.08</b>
<b>Expense</b>	
<b>Salaries &amp; Wages</b>	
Salaries & Wages (Admin, office, retail)	282,269.64
Salaries & Wages (Instructional)	260,293.66
Salaries & Wages (Maintenance)	22,445.38
<b>Total Salaries &amp; Wages</b>	<b>565,008.68</b>
Employer Payroll Taxes	45,453.60
<b>Advertising Expense</b>	
Advertising (Business Promotion)	1,338.33
Advertising (Employment Ad)	-
Advertising (Web Hosting)	-
Advertising Expense - Other	-
<b>Total Advertising Expense</b>	<b>1,338.33</b>
Alarm System	1,234.13
<b>Auto Expenses</b>	
Auto Lease/Rental	-
Gasoline	576.21
Insurance	59.81
Miscellaneous{85}	-
Parking	11.60
Registration	-
Repairs & Maintenance	-
Toll	-
Auto Expenses - Other	-
<b>Total Auto Expenses</b>	<b>647.62</b>
<b>Bank Fees</b>	
Bank Fees (Service Charge)	-
Bank Fees (Merchant Fees)	25,369.96
<b>Total Bank Fees</b>	<b>25,369.96</b>
<b>Company Functions</b>	
Company Event (Retreat)	-
Company Party	-
Company Functions - Other	-
<b>Total Company Functions</b>	<b>-</b>



**Lifetime Tennis Inc.**  
**Profit & Loss**  
January through December 2019

	<b>Santa Clara</b>
	<b>Jan - Dec 19</b>
<b>Continuing Education</b>	-
<b>Employee Benefit (Pension)</b>	6,161.24
<b>Freight &amp; Delivery</b>	-
<b>Gifts</b>	-
<b>Insurance Expense</b>	
<b>Insurance (Liability)</b>	4,474.47
<b>Insurance (Medical)</b>	9,702.63
<b>Insurance (Workman's Comp.)</b>	-
<b>Insurance Expense - Other</b>	-
<b>Total Insurance Expense</b>	14,177.10
<b>Laundry/Cleaners</b>	-
<b>Legal &amp; Professional Expense</b>	
<b>Profession Fees (Accounting)</b>	2,810.00
<b>Professional Fees (Consulting)</b>	-
<b>Professional Fees (Legal)</b>	-
<b>Professional Fees (Live Scan)</b>	-
<b>Professional Fees (Payroll)</b>	8,359.83
<b>Total Legal &amp; Professional Expense</b>	11,169.83
<b>Maintenance &amp; Repairs</b>	-
<b>Equipment Rental</b>	-
<b>Meals &amp; Entertainment</b>	
<b>Entertainment</b>	70.00
<b>Promotional Meals</b>	-
<b>Meals &amp; Entertainment - Other</b>	4,094.73
<b>Total Meals &amp; Entertainment</b>	4,164.73
<b>Moving Expense</b>	-
<b>Office Expense</b>	
<b>Office (Pest Control)</b>	-
<b>Office (Postage)</b>	318.98
<b>Office (Printing &amp; Production)</b>	1,220.18
<b>Office (Registration Support)</b>	-
<b>Office (Software)</b>	31.58
<b>Office (Software/Training)</b>	-
<b>Office (Supplies)</b>	5,326.69
<b>Office (Technical Support)</b>	
<b>IT/Computers</b>	-
<b>Office (Technical Support) - Other</b>	-
<b>Total Office (Technical Support)</b>	-
<b>Office Expense - Other</b>	169.97
<b>Total Office Expense</b>	7,067.40
<b>Outside Services</b>	-
<b>Rent Expense</b>	44,975.00
<b>Subscriptions &amp; Dues</b>	6,436.47

Lifetime Tennis Inc.  
**Profit & Loss**  
January through December 2019

	<b>Santa Clara</b>
	<b>Jan - Dec 19</b>
<b>Supplies &amp; Awards</b>	
Supplies (Promotional T-Shirts)	-
Supplies	25,664.96
Supplies & Awards - Other	-
<b>Total Supplies &amp; Awards</b>	<b>25,664.96</b>
<b>Taxes &amp; Licenses</b>	
Taxes (License)	191.80
Taxes (Property Taxes)	4,040.13
Taxes (Sales Tax)	-
Taxes & Licenses - Other	-
<b>Total Taxes &amp; Licenses</b>	<b>4,231.93</b>
Telephone Expense	1,249.57
Travel	-
Uniforms	-
User Fee (Facilities)	4,730.00
Utilities	-
<b>Total Expense</b>	<b>769,080.55</b>
<b>Net Ordinary Income</b>	<b>49,004.53</b>
<b>Other Income/Expense</b>	
<b>Other Income</b>	
Interest Income	0.44
<b>Total Other Income</b>	<b>0.44</b>
<b>Other Expense</b>	
<b>Depreciation &amp; Amortization</b>	
Sec.179 Depreciation	-
Amortization Expense	-
Depreciation Expense	44.00
<b>Total Depreciation &amp; Amortization</b>	<b>44.00</b>
Interest Expense	-
Contributions	1.00
Penalties & Fines	45.00
State Tax Provision	2,240.40
<b>Total Other Expense</b>	<b>2,330.40</b>
<b>Net Other Income</b>	<b>(2,329.96)</b>
<b>Net Income</b>	<b>46,674.57</b>

**Lifetime Tennis Inc.**  
**Profit & Loss**  
 January through November 2020

	Santa Clara
	Jan - Nov 20
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
Revenue	504,644.13
Returns and Allowances	-4,723.67
<b>Total Income</b>	499,920.46
<b>Cost of Goods Sold</b>	
Cost of Goods Sold	11,595.43
<b>Total COGS</b>	11,595.43
<b>Gross Profit</b>	488,325.03
<b>Expense</b>	
<b>Salaries &amp; Wages</b>	
Salaries & Wages (Admin, office, retail)	222,636.98
Salaries & Wages (Instructional)	171,275.68
Salaries & Wages (Maintenance)	20,880.74
<b>Total Salaries &amp; Wages</b>	414,793.40
Employer Payroll Taxes	32,300.25
<b>Advertising Expense</b>	
Advertising (Business Promotion)	793.08
Advertising (Employment Ad)	0.00
Advertising (Web Hosting)	0.00
<b>Total Advertising Expense</b>	793.08
Alarm System	1,101.65
<b>Auto Expenses</b>	
Auto Lease/Rental	0.00
Gasoline	141.85
Insurance	0.00
Miscellaneous{85}	0.00
Parking	0.00
Registration	0.00
Repairs & Maintenance	0.00
Toll	0.00
<b>Total Auto Expenses</b>	141.85
<b>Bank Fees</b>	
Bank Fees (Service Charge)	0.00
Bank Fees (Merchant Fees)	21,762.66
<b>Total Bank Fees</b>	21,762.66
<b>Company Functions</b>	
Company Event (Retreat)	0.00
Company Party	0.00
Company Functions - Other	0.00
<b>Total Company Functions</b>	0.00
Continuing Education	0.00
Employee Benefit (Pension)	5,661.73
Gifts	0.00
<b>Insurance Expense</b>	
Insurance (Liability)	4,698.19

**Lifetime Tennis Inc.**  
**Profit & Loss**  
 January through November 2020

	Santa Clara
	Jan - Nov 20
Insurance (Medical)	19,285.98
Insurance (Workman's Comp.)	0.00
Insurance Expense - Other	0.00
<b>Total Insurance Expense</b>	<b>23,984.17</b>
Laundry/Cleaners	0.00
<b>Legal &amp; Professional Expense</b>	
Profession Fees (Accounting)	2,640.00
Professional Fees (Consulting)	0.00
Professional Fees (Legal)	0.00
Professional Fees (Live Scan)	0.00
Professional Fees (Payroll)	9,195.81
<b>Total Legal &amp; Professional Expense</b>	<b>11,835.81</b>
Maintenance & Repairs	0.00
Equipment Rental	0.00
<b>Meals &amp; Entertainment</b>	
Entertainment	0.00
Meals & Entertainment - Other	567.45
<b>Total Meals &amp; Entertainment</b>	<b>567.45</b>
<b>Office Expense</b>	
Office (Pest Control)	0.00
Office (Postage)	2.39
Office (Printing & Production)	1,317.79
Office (Registration Support)	0.00
Office (Software)	0.00
Office (Software/Training)	0.00
Office (Supplies)	1,606.21
Office (Technical Support)	
IT/Computers	0.00
Office (Technical Support) - Other	0.00
<b>Total Office (Technical Support)</b>	<b>0.00</b>
Office Expense - Other	0.00
<b>Total Office Expense</b>	<b>2,926.39</b>
Outside Services	0.00
Rent Expense	7,815.00
Subscriptions & Dues	4,794.00
<b>Supplies &amp; Awards</b>	
Supplies	13,228.45
Supplies & Awards - Other	0.00
<b>Total Supplies &amp; Awards</b>	<b>13,228.45</b>
<b>Taxes &amp; Licenses</b>	
Taxes (License)	94.00
Taxes (Property Taxes)	4,038.33
Taxes (Sales Tax)	1,693.60
Taxes & Licenses - Other	0.00
<b>Total Taxes &amp; Licenses</b>	<b>5,825.93</b>
Telephone Expense	635.84

**Lifetime Tennis Inc.**  
**Profit & Loss**  
 January through November 2020

	Santa Clara
	Jan - Nov 20
Travel	0.00
Uncategorized Expenses	0.00
Uniforms	0.00
User Fee (Facilities)	423.80
Utilities	0.00
<b>Total Expense</b>	<b>548,591.46</b>
<b>Net Ordinary Income</b>	<b>-60,266.43</b>
<b>Other Income/Expense</b>	
<b>Other Income</b>	
Families First/CARES	0.00
Interest Income	0.36
Other Income	0.00
<b>Total Other Income</b>	<b>0.36</b>
<b>Other Expense</b>	
<b>Depreciation &amp; Amortization</b>	
Sec.179 Depreciation	2,500.00
Amortization Expense	0.00
Depreciation Expense	40.37
Depreciation & Amortization - Other	0.00
<b>Total Depreciation &amp; Amortization</b>	<b>2,540.37</b>
Interest Expense	0.00
Contributions	0.00
Penalties & Fines	0.00
State Tax Provision	850.44
<b>Total Other Expense</b>	<b>3,390.81</b>
<b>Net Other Income</b>	<b>-3,390.45</b>
<b>Net Income</b>	<b>-63,656.88</b>

**Santa Clara Swim Club**  
**Profit & Loss Prev Year Comparison**  
 January through November 2020

	<u>Jan - Nov 20</u>	<u>Jan - Nov 19</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Ordinary Income/Expense</b>				
<b>Income</b>	<u>1,747,585.56</u>	<u>3,540,040.77</u>	<u>-1,792,455.21</u>	<u>-50.63%</u>
<b>Gross Profit</b>	<u>1,747,585.56</u>	<u>3,540,040.77</u>	<u>-1,792,455.21</u>	<u>-50.63%</u>
<b>Expense</b>	<u>2,024,221.28</u>	<u>3,143,911.01</u>	<u>-1,119,689.73</u>	<u>-35.62%</u>
<b>Net Ordinary Income</b>	<u>-276,635.72</u>	<u>396,129.76</u>	<u>-672,765.48</u>	<u>-169.84%</u>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
<b>19000 Other Income</b>	<u>1,795.51</u>	<u>10,004.55</u>	<u>-8,209.04</u>	<u>-82.05%</u>
<b>Total Other Income</b>	<u>1,795.51</u>	<u>10,004.55</u>	<u>-8,209.04</u>	<u>-82.05%</u>
<b>Other Expense</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>
<b>Net Other Income</b>	<u>1,795.51</u>	<u>10,004.55</u>	<u>-8,209.04</u>	<u>-82.05%</u>
<b>Net Income</b>	<u><b>-274,840.21</b></u>	<u><b>406,134.31</b></u>	<u><b>-680,974.52</b></u>	<u><b>-167.67%</b></u>



# 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](mailto:Clerk@santaclaraca.gov)

NOV 13 11:45

\*If you are having trouble viewing or submitting this form please download the free version of Adobe Reader:  
<http://get.adobe.com/reader>

Board/ Commission/ Committee Applying For:

Task force on Diversity, Equity and Inclusion

Name:

Joyce L. Davis

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:

Campbell Union High school District/ Branham High School

Job Title:

School Counselor/Administrator

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:

NAACP/San Jose Chapter

Executive Council

1992-1995

African-American Democratic Coalition/San Jose

Member

1999-2001

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Special Interests, Hobbies or Talents:

Actor- Commercials and Industrial Films  
Dance Instructor- Zumba, Soul Line Dance  
Talk Show Host, Campus Talk with Joyce Davis, De Anza College  
Children's Theater and Entertainment

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College, Professional, Vocational Schools  
attended:

Major Subject:

Degree/Dates:

San Francisco State University  
San Francisco, CA

Multiple Subjects Teaching  
Credential Program

1985-86

University of Massachusetts  
Amherst, MA

Psychotherapy and Counseling  
Education

Masters in Education,  
M.Ed. 1979-1981

Smith College  
Northampton, MA

Sociology/Education

Bachelor of Arts,  
A.B. 1974-78



Special awards or recognition received:

Phenomenal Woman Award, Santa Clara County 2017  
Excellence in Achievement and Service, Black Student Union, De Anza College 1992

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 have resided in Santa Clara for the past 12 years. My employment has been in San Jose, so I've found myself being more a part of that community than this one. As I'm beginning to look at winding down my career in education and reflecting on what initiatives I'll care to participate in or author, I feel that this committee would be a place to start. As a Black woman living in a city where I don't see many mirrored images of myself, I'm encouraged to become part of the change that will make this observation less of a reality in the future. As I've been employed by numerous school districts, I've yet to see adequate reflections of myself represented in classrooms, custodial staffs, clerical staffs, administrative teams nor school boards.

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

I've been told and hold true that I can work with all types of individuals. I'm committed to sharing space and creating space to others who may not share my point of view. I conduct myself in a manner that creates safe space so that others can be brave in their journey for a more equitable community.

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:

Joyce L. Davis

Date Signed:

11/08/2020

By clicking submit you are confirming that you are the person listed in this application, and that all information provided is truthful and correct. You can also submit the completed application in person at: City Clerk's Office, 1500 Warburton Avenue, Santa Clara, California 95050. All information provided will be public information.

**Supplemental Questions for Task Force on Diversity, Equity and Inclusion  
11-8-2020**

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

As previously stated in my application, I am a Black woman residing in Santa Clara for the past 12 years and rarely do I see mirrored images of myself in my neighborhood, stores, or city and school councils. I have recently begun the process of working on Equity and Inclusion efforts with the Campbell Union High School District (CUHSD) at the District level and site level with Branham High School. I live in the area of Santa Clara that is part of CUHSD. I remained the only Black administrator over the past 5 years in the District until this year, in a full time capacity at a school site. And this year there is a Black man hired at one of the other district high schools. All to say, as School Boards, Leadership teams and city councils meet to discuss equity initiatives, I ask, "With whom are you conferring?" The people who have been left out of the conversation, who have no seats at their respective tables and who are to be the beneficiaries of the efforts in equity and inclusion in these spaces should be in these spaces and have to be part of the conversation.

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

In order to give a comprehensive answer to the question, I would like to know more about the mission and vision of the creators of the task force. If it's to achieve social justice and equity, I'd need the data to show what it currently looks like. I believe this committee and its members should review current data with employment numbers in all facets of the city and determine what it wants to do. Is it solely to increase representation in POC in city jobs? Is it to increase POC representation on Boards, Commissions and Committees? I believe this task force would have to answer these questions and then communicate its objectives to the residents. It is not enough to just put POC in places without support. So, I would want to see this task force develop training in equity for all who will be affected. Change is challenging for most and it is incumbent upon the leaders to understand that this will take time...a long time.

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

Sharing my knowledge from the academic sector is one way I feel I can contribute. Having worked in all levels of academia from teaching in elementary, middle and high school environments and community college, I have had the opportunity to experience

what it is like to be isolated. I understand that some people will feel there's no issue, where others will say there's no representation in multiple areas of our city and that needs to be addressed. I'm a communicator by nature and training and I feel can contribute to this task force with maturity, compassion and understanding.

#### **4) What experience do you have in working with issues of equity and inclusion?**

Simply put, my life has been a constant experience in working with issues of equity, diversity and inclusion. I was the first Black student to attend an elite prep school in Greenwich, Connecticut. Half the population was in support of this 4 year old attending and half was not. My mother walked me in daily to the sounds of cheers and jeers of the crowds standing each day in wait. As I matriculated through the school, every day presented an opportunity for me to gain experience in matters of equity and inclusion.

In 1994-95, Cupertino, CA was in the midst of experiencing an influx of Asian immigrants, particularly people from Vietnam. I was working at De Anza College as the Assistant Dean in the International/Intercultural Studies Division, the Director of the EOPS Program and the host of a talk show entitled, Campus Talk with Joyce Davis. I was asked by the City of Cupertino to host a series of discussions around how the city could become more inclusive and accepting of its newest inhabitants. Literally, the complexion of Cupertino was changing and I helped facilitate that journey.

In my employment with the San Jose Unified School District (SJUSD), I held a position as a Child Welfare & Attendance Counselor (CWA) for eleven years. In this position, one of the responsibilities was working with students/families coming from incarceration either from Juvenile Hall or The Ranch. Many of the experiences of these families, often held questionable validity to reasons of incarceration in the first place. My job was to place these students into academic environments where they would have the most success.

Another responsibility in the position of CWA was being a part of the Expulsion Process of students from the comprehensive school setting. There was always concern for the disproportionate amount of Black and brown students expelled from school settings. I'd like to think that as families went through the process, my involvement with them gave them some sense of compassion, respect and understanding. I may not have been able to change the course of action but I could lend civility to the situation.

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

I believe that I shared some of my skill set within the application and these supplemental questions.

- Ability to communicate effectively with persons of varying backgrounds
- Longevity in the educational realm of the South Bay
- Experience in the work involving Equity, Diversity and Inclusion past and present
- Ability to analyze data
- Ability to train and teach
- Ability to listen
- Visionary
- Leadership skills



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APPLICATION  
BOARD, COMMISSIONS, AND COMMITTEE  
CITY OF SANTA CLARA

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Phone: 408-615-2220 E-mail: [Clerk@santaclaraca.gov](mailto:Clerk@santaclaraca.gov)

2022 NOV 15 PM 3:33

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

Board/ Commission/ Committee Applying For:

Task Force on Diversity, Equity, & Inclusion

Name:

Mark Gilley

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:

Marine Systems Corporation

Job Title:

Senior Quality Engineer - Technical Expert

Previous Governmental Bodies/ Elective Offices  
Applicant has served:

Position/ Office Held:

Dates:

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Civic or Charitable Organizations to which Applicant has belonged:

Position(s) Held:

Dates:

Human Rights Campaign (HRC)

Steering Committee Member,  
Corporate Sponsorship  
Co-chair,  
Membership Outreach Co-chair

2017 to present

Hope Connections For Cancer Support - Greater Washington, DC Area

Member, Board of Directors

2008 - 2010

Cancer Support Community - Greater Ann Arbor, MI Area

Member, Board of Directors

2005 - 2007

Shelter Association of Washtenaw County

Intake Volunteer

2004 - 2008

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Special Interests, Hobbies or Talents:

Interests: Equality, Liberal candidates for all offices  
Hobbies/Talents: Alpine skiing, Sailing, Running, Tennis, Cars and car restoration

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College, Professional, Vocational Schools attended:

Major Subject:

Degree/Dates:

Purdue University, West Lafayette, IN

Mechanical Engineering

MSME with honors/2000

Purdue University, West Lafayette, IN

Mechanical Engineering

BSME/1998

Special awards or recognition received:

Two Bullriders for excellent performance from the US Navy.

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 would like to help the Santa Clara City Council evaluate issues before them from a perspective they may not have considered. Would strive to ensure our local LGBTQ+ voices are heard and represented.

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

I always strive to look at issues from the point of view of our marginalized communities. As an example, even though I am a white, cis male that presents as straight, I am acutely aware of the struggles of community members that do not. Please see the attached MS Word document with answers to the supplemental questions.

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.

[Empty text box for organization or employment name]

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:

GILLEY.MARK.A.14080  
38215

Digitally signed by GILLEY.MARK.A.1408038215  
DN: c=US, o=U.S. Government, ou=DOD, ou=PKL  
ou=CONTRACTOR, cn=GILLEY.MARK.A.1408038215  
Date: 2020.11.13 20:17:59 -0500

Date Signed:

11/13/2020

By clicking submit you are confirming that you are the person listed in this application, and that all information provided is truthful and correct. You can also submit the completed application in person at: City Clerk's Office, 1500 Warburton Avenue, Santa Clara, California 95050. All information provided will be public information.

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

Please provide a brief response for each question.

1. Why do you want to be a part of the Task Force on Diversity, Equity and Inclusion?
2. What role do you feel the Task Force on Diversity, Equity, and Inclusion should have in the City of Santa Clara?
3. How do you see yourself contributing to building a diverse, equitable, and inclusive environment for all residents of the city?
4. What experience do you have working with issues of equity and inclusion?
5. What strengths, skills, or knowledge will you bring to the Task Force on Diversity, Equity, and Inclusion?



Application for Task Force on Diversity, Equity, and Inclusion Supplemental Questions Please provide a brief response for each question.

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

My experience as a member of the LGBTQ+ community and working closely with most LGBTQ+ organizations in the area, would allow me to approach and evaluate issues from the lens of this community. That community is extremely diverse itself.

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

In addition to the draft mission statement of this Task Force, it would be great if the City Council would use this Task Force as a sounding board for issues they may not think affects all members of our community (outside of the police use of force reform). I'm encouraged by the topic in recent meetings concerning the renaming of Columbus Day; this may already be starting.

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

As a team member of this Task Force, I would try to seek out input from the most marginalized in our community. This includes the transgender community and homeless LGBTQ+ individuals.

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

I have been involved in the Silicon Valley Area working to expand awareness of the LGBTQ+ community since 2017. In addition, I've worked to increase awareness within that community of the local LGBTQ+ homeless shelter to encourage donations and volunteering.

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

The ability to quickly connect and build relationships with people by finding common interests would be a strength when interacting with our community. I also can review issues in detail and quickly provide suggested guidance concisely.



# City of Santa Clara

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:

2/27/2016 PM 3:33

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Board/ Commission/ Committee Applying For:

TASK FORCE ON DIVERSITY, EQUITY, INCLUSION

Name:

Dorothy Ma

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:

Law Office of Kerosky, Purves, and Bogue

Job Title:

Associate Attorney

Previous Governmental Bodies/ Elective Offices  
Applicant has served:

Position/ Office Held:

Dates:

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

N/A

---

Civic or Charitable Organizations to which  
Applicant has belonged:

Position(s) Held:

Dates:

Silicon Valley for Obama

Data Manager

2007-2008

PIVOT - Progressive Vietnamese American Org

Member, Volunteer

2020- Present

AILA- American Immigration Lawyers Association  
(AILA)

Member

2020- Present

APABA-SV- Asian Pacific American Bar Association

Member

2018- Present

---

Special Interests, Hobbies or Talents:

---

College, Professional, Vocational Schools  
attended:

Major Subject:

Degree/Dates:

De Anza College

Political Science

AA; 2006-2008

Santa Clara University

Political Science, History

BS, BA; 2008-2010

University of San Francisco School of Law

Law

JD; 2011-2014

---

Special awards or recognition received:

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:

In light of the stakes of the 2020 election with COVID amongst other serious issues, and even with President Elect Biden's win, I feel that this year, I realized I cannot sit on the sidelines and expect to change happen. We were 5 million votes (about 100,000 votes in different states) from re-electing President Trump and affirming the last 4 years of his cruel, racist, and harmful policies and abuses of power. So I decided this year that I would try to use my legal knowledge, my legal writing skills, and my personal voice and privilege to help make my community better.

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.

I do part time work Amigos de Guadalupe, which is a partner agency with Rapid Response Network (RRN) and Dianna Zamora, who serves on the committee.

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:

Dorothy Ma

Date Signed:

11/12/2020

**By clicking submit you are confirming that you are the person listed in this application, and that all information provided is truthful and correct. You can also submit the completed application in person at: City Clerk's Office, 1500 Warburton Avenue, Santa Clara, California 95050. All information provided will be public information.**

### Task Force Supplemental Questions

- 1) Why do you want to be a part of the task force?

I would like to be a part of the task force because I want to use my knowledge, experience, and skills to help Santa Clara become a more equitable place. I believe that Santa Clara is such a special place: with its diverse communities, its history, its connection to a renowned college, and its closeness to Silicon Valley. I want to be a part of it as it moves forward with this particular challenge.

As someone who was born and raised here, who is privileged enough to have gone to college in Cupertino and then Santa Clara, and then to go to San Francisco for law school—I have never strayed far from this city because of how much I love it. After law school, I fell into immigration law and found myself using my Spanish and Vietnamese language skills to help noncitizens, so I have had a lot of exposure with Latinx, Asian, Pacific Islanders, Black, and other underserved communities. Most importantly, I can and want to help contribute to Santa Clara's growth.

- 2) What role do you want the task force to place in Santa Clara?

I was born and raised here and have lived here my entire life. I truly love this city and I have seen the city change so dramatically. As time has passed, the city has become more diverse and populace at the center of Silicon Valley's technological revolution, but it has been slow to embrace and integrate in these new voices. In light of the Black Lives Matter movement and amidst this once in a lifetime global pandemic, we have a chance to really look inward and strive to make our city more just. It is going to be a challenging to re-examine this national movement, our imperfections, and our mistakes but there is no other way to grow. So I believe that the task force can serve as a conduit in this way, by reviewing the policies and practices of law enforcement, reviewing national trends and policies, and seeing how we can make small but significant changes to make our practices better. Even though we may be a small population, even if we are able to change the lives of a small pool like ours, we can still make a substantial change in the lives of many peoples.

- 3) How do you see yourself contributing to a more equitable, diverse, and inclusive environment for all?

Currently, I am practicing immigration law as an immigration attorney and believe that I am furthering the work of immigration justice in this way. I believe that experience coupled with my language skills has put me in a unique place to help increase access to immigration legal services, which is an area that desperately neglected. Studies have shown that noncitizens are eighty percent more likely to obtain relief if they have legal counsel—so I would like to believe I help in this small way. In addition, it is no secret that within the last 4 years that the Trump Administration has made immigration its core issue and has been adopting racist and cruel policies that have been dismantling the system that many immigrants rely upon—which has made my experience even more important as the need for immigration services has skyrocketed. In addition, through my work at my nonprofit, I assist immigrant populations through the Rapid Response Network, which is a 911 for the undocumented population. It

allows for any person to contact the network if they see, hear, or experience contact with ICE. Through this line they will be connected to dispatchers who will guide them on next steps and connect them with emergency legal services. This has been a life line in stopping many deportations. I serve as both an emergency and urgent consultation attorney, so I am constantly "on duty" throughout a month to serve Santa Clara County's immigrant community in this way.

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

Out of law school, I worked with the Asian American population at Asian Law Alliance, where we provided assistance with affirmative applications, so mostly naturalization, DACA, U-visa and VAWA applications, as well as any other family based and humanitarian related relief. Currently, I am working and doing similar work with Amigos de Guadalupe as their supervising attorney and Immigration Programs Manager. We focus on providing low cost and quality legal services to East side San Jose, which has been a community that has been targeted by and vulnerable to notario fraud. Additionally, through my law firm, I primarily do work through removal defense and family based petitions. By expanding access to legal services, I believe that we are creating a more equitable society and giving due process to individuals who otherwise would not obtain it. In addition, we are making immigrants included in and eventually gaining status to be included further in American society.

5) What strengths, knowledge or skills would you bring?

I would be bringing my legal skills, my professional experience, my language skills, and my sense of empathy. I believe that my own background as a child of immigrants, second generation, a woman of color, that I can contribute and give a voice to those like me.



**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](mailto:Clerk@santaclaraca.gov) | 2

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

Board/ Commission/ Committee Applying For:

Task Force on Diversity, Equity & Inclusion

Name:

Innae Park

Address:

City:

Santa Clara

State:

CA

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:

Teach For America

Job Title:

Corporate Partnerships Director

Previous Governmental Bodies/ Elective Offices  
Applicant has served:

Position/ Office Held:

Dates:

---

Civic or Charitable Organizations to which Applicant has belonged:

Position(s) Held:

Dates:

Association of Fundraising Professionals

Member

2020

Current Silicon Valley Church

Volunteer

2018-2020

Next Door Shelter

Volunteer

2016-2018

---

Special Interests, Hobbies or Talents:

---

College, Professional, Vocational Schools attended:

Major Subject:

Degree/Dates:

University of Pennsylvania

Communications

BA, 2006



Special awards or recognition received:

Associated Press Broadcasters Association awards received in 2011  
Employee of the Year award received in 2012 at Time Warner Cable News

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 answers to the supplemental questions for the response to this question in full.

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?

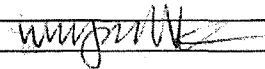
Yes

No

Unsure

Signature of Applicant:

Innae Park



Date Signed:

11/13/2020

By clicking submit you are confirming that you are the person listed in this application, and that all information provided is truthful and correct. You can also submit the completed application in person at: City Clerk's Office, 1500 Warburton Avenue, Santa Clara, California 95050. All information provided will be public information.

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

Please provide a brief response for each question.

1. Why do you want to be a part of the Task Force on Diversity, Equity and Inclusion?
2. What role do you feel the Task Force on Diversity, Equity, and Inclusion should have in the City of Santa Clara?
3. How do you see yourself contributing to building a diverse, equitable, and inclusive environment for all residents of the city?
4. What experience do you have working with issues of equity and inclusion?
5. What strengths, skills, or knowledge will you bring to the Task Force on Diversity, Equity, and Inclusion?

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

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

For most of my life I had assumed that diversity was a nice-to-have, equity was the same as equality, and inclusion meant not leaving someone out. Even as a second-generation immigrant, I became resigned to the fact that I would never be as fully accepted as others who looked like the majority. When people protested that “Black Lives Matter,” I thought, “Don’t all lives matter?”

I moved to the Bay Area six years ago, and my understanding and knowledge began to change. I learned that diversity is an asset and key factor in greater success, that equity meant we all got to the same place because inequity has been historically entrenched in our society for centuries, and that inclusion meant we were truly recognizing all voices and perspectives. No easy feats, but something worth striving for in all areas of my life, and I felt privileged that I was working toward such goals in our broken education system through my work at Teach For America.

Then in May, George Floyd was murdered, and I came face-to-face with a shocking self-reality: despite all the learning and growth I had done, I had continued to be complicit in the systemic racism and injustices that existed by turning a blind eye and not standing up for what was clearly broken in our society. I grieved and immediately began seeking ways to ensure my learning would turn into action so that my daughter would not grow up in a world where she was ‘less than’ because of her race, gender, or any other orientation. When I saw the City of Santa Clara’s decision to launch this Task Force, I was inspired and felt I could bring my full self to support change: my identity, my experiences, my strengths, my skills, my knowledge, and my emotions, all to make the city orient toward equity.

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

In addition to the initial goals of the Task Force, I believe the Task Force on DEI will be a committee and collective that will shed light on the many ways that existing policies and practices within Santa Clara are discriminatory or racist against people of color. Given the history of our country, it is undeniable that so much of the policies and systems that exist are inequitable, but as a community, we have accepted them as normal. This Task Force will help to bring to light these policies so that we can ensure Santa Clara is a city that is truly inclusive and equitable, with opportunity for all. The Task Force has a unique role in bringing together many diverse voices, elevating perspectives and opinions that have been undermined or even oppressed throughout history. The committee itself is not representative of all voices and thoughts, and it will be an opportunity to harness the power of the collective for the broader good.

Lastly, the Task Force will help to ensure that the City of Santa Clara is setting an example for other cities across the state and country, especially the growing number of municipalities that have a non-white majority. We have always been a leader in diversity, innovation and more – it is time to also be known for our equitable and inclusive community.

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

I am privileged and proud to be someone who represents many identity markers that are both common and unusual in Santa Clara. I am Asian American, specifically Korean-American, but have also lived abroad where I was not the 'majority' or spoke the language. As a young parent, it is critical for me to make sure my daughter grows up in a world where all are given equal opportunity once inequity does not exist. I am also a religious person, which is not as common in the Bay Area, and my faith provides me a perspective and vision where all lives are valued in this world.

These identifiers and experiences make me a sincere, sympathetic listener, and I want to bring people together rather than create division. As a member of the Task Force, I believe I can use both my background and my skills to ensure all voices are represented at the table, to hear and respect differing opinions in contrast to mine, and help synthesize strong recommendations for city officials. In my day-to-day, I seek to be a respectful and thoughtful citizen and parent, who strives to engage with local issues and listens to understand.

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

First, as a woman of color, my life experience has been dealing with inequity and exclusion, and I will bring those experiences and the passion for change to this Task Force.

My tenure (5 years) at Teach For America has given me extensive learning and development on the issues of equity and inclusion. As an organization grounded in diversity, equity, and inclusiveness, I have grown to understand the systemic inequity that exists at both the national level and local level.

More specifically, I have also led an affinity space for people of color, meeting on a monthly basis and facilitating discussion on issues specifically faced by people of color on the National Development team. This summer, I also co-facilitated a book club on Dr. Ibram X. Kendi's "How to be an Antiracist" book for both white colleagues and colleagues of color.

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

I would be privileged to be a member of the Task Force and I would bring a breadth of strengths, skills and knowledge.

My strengths and skills lie in my professional backgrounds as a former journalist and current fundraiser. I am a thoughtful and patient listener who is able to synthesize complex issues and differing perspectives in a comprehensive and succinct narrative. My communications skills are paramount as I continue to inform, educate and share the voices of those who are often unheard.

The knowledge I bring to the Task Force is both experienced and acquired. I have experienced being a minority in the U.S. as a person of color, and then in my ancestors' home country by being a U.S. citizen. This sense of being 'less than' or at a disadvantage is a perspective I will carry and empathize with as someone bringing together others' experiences. As an Asian American who has received a lot of privilege, I recognize the disparities and distinctions that exist across the Asian American Native Hawaiian Pacific Islander community, which often get overlooked or generalized. In my time at Teach For America, I have also become more learned in white dominant cultural norms and practices while understanding the inequity in our education system. Awareness of these racist practices and policies will help ensure that I am not automatically buying into existing systems that are not promoting diversity, equity and inclusion.



**City of Santa Clara**  
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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](mailto:Clerk@santaclaraca.gov)

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

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:

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

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Civic or Charitable Organizations to which Applicant has belonged:

Position(s) Held:

Dates:

N/A

N/A

N/A

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Special Interests, Hobbies or Talents:

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

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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

By clicking submit you are confirming that you are the person listed in this application, and that all information provided is truthful and correct. You can also submit the completed application in person at: City Clerk's Office, 1500 Warburton Avenue, Santa Clara, California 95050. All information provided will be public information.

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

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### 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 & RENNER, 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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APPLICATION  
BOARD, COMMISSIONS, AND COMMITTEE  
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<http://get.adobe.com/reader>

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

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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

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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

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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

By clicking submit you are confirming that you are the person listed in this application, and that all information provided is truthful and correct. You can also submit the completed application in person at: City Clerk's Office, 1500 Warburton Avenue, Santa Clara, California 95050. All information provided will be public information.

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.