



City of Santa Clara

Meeting Agenda

Task Force on Diversity, Equity, and Inclusion

Monday, May 10, 2021

7:00 PM

Virtual Meeting

Pursuant to the provisions of California Governor's Executive Order N-29-20, issued on March 17, 2020, to prevent the spread of COVID-19, the City of Santa Clara has implemented methods for the public to participate remotely.

- Via Zoom:
<https://santaclaraca.zoom.us/j/96307211091>
Webinar ID: 963 0721 1091
- By Phone: (669) 900-6833
- Submit comments via email to equitytaskforce@santaclaraca.gov.

CALL TO ORDER AND ROLL CALL

CONSENT CALENDAR

1. **21-459** [Task Force on Diversity, Equity, and Inclusion Meeting Minutes of April 12, 2021](#)

Recommendation: Approve the minutes of the April 12, 2021 Task Force on Diversity, Equity, and Inclusion meeting.

PUBLIC PRESENTATIONS

GENERAL BUSINESS

2. **21-621** [Review Amendments to Council Policy 035 - Naming of Facilities](#)

Recommendation: Approve the Considerations of Historical Recognitions Subcommittee's recommended edits to Council Policy 035 and forward the amended policy to the Governance and Ethics Committee.

3. **21-604** [Review Communications Received](#)

STAFF REPORT

TASK FORCE MEMBERS REPORT

COMMUNITY LISTENING SESSION

The community listening session will begin at 7:30 p.m. or shortly thereafter, and will end at 9:00 p.m.

ADJOURNMENT

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



Agenda Report

21-459

Agenda Date: 5/10/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Task Force on Diversity, Equity, and Inclusion Meeting Minutes of April 12, 2021

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(a) as it has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

PUBLIC CONTACT

Public contact was made by posting the Task Force on Diversity, Equity, and Inclusion meeting agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Approve the minutes of the April 12, 2021 Task Force on Diversity, Equity, and Inclusion meeting.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Task Force on Diversity, Equity, and Inclusion Meeting Minutes - April 12, 2021

Draft



City of Santa Clara

Meeting Minutes

Task Force on Diversity, Equity, and Inclusion

04/12/2021

7:00 PM

Virtual Meeting

CALL TO ORDER AND ROLL CALL

Chair Brown called the meeting to order at 7:03 p.m.

Present 7 - Chair Darius Brown, Vice Chair Neil Datar, Member Joyce Davis, Member Mark Gilley, Member Andrew Knaack, Member Dorothy Ma, and Member Dianna Zamora-Marroquin

CONSENT CALENDAR

1. [21-461](#) Task Force on Diversity, Equity, and Inclusion Meeting Minutes of March 8, 2021

A motion was made by Vice Chair Datar, seconded by Member Knaack, and unanimously carried, that the Task Force approve the minutes from the March 8, 2021 meeting.

Aye: 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin

PUBLIC PRESENTATIONS

None.

GENERAL BUSINESS

2. Discussion and Possible Action on Hosting Community Listening Sessions

A motion was made by Vice Chair Datar, seconded by Member Knaack, and unanimously carried, that the Task Force establish a Community Listening Sessions Working Group to work with City staff and the Markulla Center to devise a framework for community listening sessions and appoint Chair Brown, Vice Chair Datar, and Member Zamora-Marroquin to the working group.

Aye: 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin

3. Discussion and Possible Action on Youth Advisory Role and Senior Advisory Role (or Any Other Advisory Role)

A motion was made by Member Knaack, seconded by Vice Chair Datar, and unanimously carried, that the Task Force establish a subcommittee to develop a selection process for the youth advisory role and senior advisory role and appoint Member Davis, Member Knaack, and Member Ma to the subcommittee.

Chair Brown brought back the discussion on community partners serving as the Task Force's advisory board. It was moved by Member Knaack, seconded by Vice Chair Datar, and unanimously carried that the Task Force will have its established community partners by MOU serve as its advisory board.

Aye: 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin

4. Discussion and Possible Action on Releasing OpenGov Survey on Renaming of Columbus Day

A motion was made by Vice Chair Datar, seconded by Member Ma, and unanimously carried, that the Task Force direct staff to move forward with releasing the OpenGov survey and distribute the survey in all languages provided by the City.

Aye: 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin

5. [21-462](#) Presentation and Discussion on Council Policy 035 ("Naming of Facilities")

A motion was made by Vice Chair Datar, seconded by Member Knaack, and unanimously carried, that the Task Force send the policy to the Columbus Day Renaming Subcommittee to work with staff on developing a recommendation for the Task Force's consideration and rename the subcommittee as the "Considerations of Historical Recognitions Subcommittee."

Aye: 7 - Chair Brown, Vice Chair Datar, Member Davis, Member Gilley, Member Knaack, Member Ma, and Member Zamora-Marroquin

6. [21-463](#) Review Email Communications Received

Chair Brown and Member Ma reviewed the correspondence received and provided comments.

STAFF REPORT

None.

TASK FORCE MEMBERS REPORT

None.

ADJOURNMENT

The meeting was adjourned at 9:13 p.m.



Agenda Report

21-621

Agenda Date: 5/10/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Review Amendments to Council Policy 035 - Naming of Facilities

BACKGROUND

At the April 12, 2021 Task Force on Diversity, Equity, and Inclusion (Task Force) meeting, the Task Force voted to refer the review of Council Policy 035 ("Naming of Facilities") (Attachment 1) to the Considerations of Historical Recognitions Subcommittee to work with staff on developing a recommendation for the Task Force's consideration. Following the meeting, staff met with the subcommittee to seek their input on how Council Policy 035 could be updated to bring greater diversity and inclusion to the naming of buildings and facilities in the City and connect with the City's diverse community.

DISCUSSION

Staff has revised Council Policy 035 based on the input provided by the Considerations of Historical Recognitions Subcommittee. The redline and clean versions of Council Policy 035 are included with this report as Attachments 2 and 3.

Proposed amendments to the policy include:

- Expanding the purpose of the policy to clearly state that naming actions maintain current and future alignment with the City's Mission Statement and Code of Ethics and Values.
- Expanding the criteria for naming proposals to honor the important contributions and accomplishments of individuals from underrepresented communities, present an opportunity to foster a more welcoming, equitable, and inclusive environment, as well as to reflect and connect with the City's diverse community.
- Maintaining an inventory list of all Santa Clara facilities and buildings that have been named, including any available background of why the name was selected ("Named City Facilities List"). If approved, any naming proposal will be reviewed against the Named City Facilities List to confirm that it is not duplicative of previously approved proposals.
- Clarifying the process for renaming proposals

With the Task Force's approval of the amended version of Council Policy 035, the policy will be forwarded to the Governance and Ethics Committee for consideration. The policy will be coordinated with the appropriate staff and any considerations for staff resources regarding the implementation of the revised policy will be brought forward to the Governance and Ethics Committee.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines section 15378(a) as it has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

COORDINATION

This report was coordinated with the City Attorney’s Office.

PUBLIC CONTACT

Public contact was made by posting the Task Force on Diversity, Equity, and Inclusion agenda on the City’s official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City’s website and in the City Clerk’s Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk’s Office at (408) 615-2220, email clerk@santaclaraca.gov or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Approve the Considerations of Historical Recognitions Subcommittee's recommended edits to Council Policy 035 and forward the amended policy to the Governance and Ethics Committee.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Council Policy 035 - Naming of Facilities
2. Revised Council Policy 035 (Redline)
3. Revised Council Policy 035 (Clean)



NAMING OF FACILITIES

PURPOSE

To establish the criteria and procedures for the naming of City of Santa Clara buildings and facilities.

POLICY

The City Council shall name municipal buildings/facilities in recognition of the following:

- Individuals, living or deceased, who have made outstanding contributions to the City of Santa Clara or Santa Clara community
- Individuals, living or deceased, who have made contributions of local, state, national, or worldwide significance
- Geographic location, prominent environmental feature(s), or historical significance, of the area that the building/facility is located

For the purpose of this Policy, the term “facility” shall mean property, other than streets, owned by the City of Santa Clara, portions thereof, and amenities or appurtenances thereto. Examples of a “facility” include: a City park, a meeting room within a City building, a trail, or a park bench.

The renaming of existing municipal buildings/facilities shall be discouraged and shall occur only under extraordinary circumstances, after thorough study. A proposal for the renaming of an existing building or facility shall be subject to the same procedure as set forth below for the original naming of the building or facility.

PROCEDURE

1. Proposals for naming of municipal buildings or facilities shall be referred to the responsible Department Head for the facility, detailing consistency with the policy criteria for naming of facilities.
2. Upon receipt of a naming or renaming proposal of a City building or facility, the Department Head will review if the proposed name is in accordance with at least one of the criteria as outlined in this policy:
 - a. An individual, living or deceased, who has made outstanding contributions to the City of Santa Clara or Santa Clara community
 - b. An individual, living or deceased, who has made contributions of local, state, national, or worldwide significance
 - c. Geographic location, prominent environmental feature(s), or historical significance, of the area that the building/facility is located



NAMING OF FACILITIES

If the naming or renaming proposal is reflective of at least one of the criteria, the Department Head will refer the proposal to the City Board, Commission, or Committee responsible for acting in an advisory capacity to the City Council for the building or facility at issue (e.g., a naming proposal for a park facility shall be referred by the Director of Parks and Recreation to the Parks and Recreation Commission).

If the naming or renaming proposal is not reflective of at least one of the criteria, after conferring with the City Manager's Office, the Department Head will express appreciation regarding the naming proposal to the proposer and explain the City's policy and the City's decision to decline the proposal.

3. After the Department Head forwards the proposal, the City Board, Commission, or Committee, shall review all naming proposals at a publicly noticed meeting and make a recommendation to the Governance and Ethics Committee.
4. The Governance and Ethics Committee shall review all naming recommendations at a publicly noticed meeting and deny the recommendation or make a recommendation to the City Council for final approval.
5. The City Council shall consider the naming recommendation at a publicly noticed meeting and will have final approval of all naming recommendations.

In the event the City Council denies a naming proposal, the City Manager's Office will express appreciation regarding the naming proposal to the proposer and explain the City's policy, and the City's decision to decline the proposal.

6. The City Council shall have the sole discretion to decide the naming of a facility.



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

**City of Santa Clara
Council Policy Manual**

NAMING OF FACILITIES

PURPOSE

To establish the criteria and procedures for the naming of City of Santa Clara (City) buildings and facilities. The policy's overarching objectives are to establish and maintain a system to ensure that decisions on naming opportunities are made in an equitable and consistent manner and that the naming actions maintain current and future alignment with the City's Mission Statement and Code of Ethics and Values.

POLICY

The City Council shall name municipal buildings/facilities in recognition and consideration of the following:

- Individuals, living or deceased, who have made outstanding contributions to the City or Santa Clara community
- Individuals, living or deceased, who have made contributions of local, state, national or worldwide significance
- Honoring the important contributions and accomplishments of individuals from underrepresented communities
- Opportunities to foster a more welcoming, equitable, and inclusive environment as well as to reflect and connect with the City's diverse community
- Geographic location, demographic information, or prominent environmental feature(s) of the area that the building/facility is located

Naming proposals will require thorough research to ensure alignment with this policy and with the City's Mission Statement and Code of Ethics and Values.

The renaming of existing municipal buildings/facilities shall be discouraged and shall occur only under extraordinary circumstances, after thorough study. The process of renaming may be done only after undertaking thorough and comprehensive research and deliberation. Individuals after whom buildings are named, and who later are found to violate the City's Code of Ethics and Values or Mission Statement may have their names removed from the buildings that bear their names.

Deleted: of Santa Clara

Formatted: procedure numbered, Left, Indent: Left: 0.11", Space Before: 0 pt, After: 0 pt, Hyphenate

Deleted: 09

Deleted: 04

Deleted: 19

Deleted: 19-8752

PROCEDURE

Naming Proposals

Revised ~~20~~21
Reso. No. ~~1~~

Council Policy 035

Page 1 of 3



NAMING OF FACILITIES

1. Proposals for naming of municipal buildings or facilities shall be referred to the responsible Department.
2. Upon receipt of a naming or renaming proposal of a City building or facility, the Department Head will review if the proposed name is reflective of at least one of the following criteria:
 - a. An individual, living or deceased, who has made outstanding contributions to the City or Santa Clara community
 - b. An individual, living or deceased, who has made contributions of local, state, national, or worldwide significance
 - c. Honors the important contributions and accomplishments of individuals from communities underrepresented in the Named City Facilities List.
 - d. Presents an opportunity to foster a more welcoming, equitable, and inclusive environment as well as to reflect and connect with the City's diverse community
 - e. Geographic location and demographic information of the area that the building or facility is located
 - f. Prominent geographic or environmental feature(s) of the area that the building or facility is located

The City will maintain an inventory list of all Santa Clara facilities and buildings that have been named, including any available background of why the name was selected ("Named City Facilities List"). Any naming proposal will be reviewed against the Named City Facilities List to confirm that it is not duplicative of previously approved proposals.

If the naming or renaming proposal is reflective of at least one of the criteria, the Department Head will refer the proposal to the appropriate City Board, Commission, or Committee.

If the naming or renaming proposal is not reflective of at least one of the criteria, the Department Head will extend appreciation of input to the proposer and explain City's policy regarding naming of facilities.

3. After the Department Head forwards the proposal, the City Board, Commission, or Committee, shall review all naming proposals at a publicly noticed meeting and make a recommendation to the Governance and Ethics Committee which shall consist of three City Council members appointed by vote of the Council, and the City

Deleted: of Santa Clara

Deleted: explain

Deleted: ,

Deleted: M

Deleted: 09

Deleted: 04

Deleted: 19

Deleted: 19-8752



NAMING OF FACILITIES

Manager.

4. The Governance and Ethics Committee shall review all naming recommendations at a publicly noticed meeting and make a recommendation to the City Council for final approval.
5. The City Council shall consider the naming recommendation(s) at a publicly noticed meeting and will have final approval of all naming recommendations.
6. Upon Council approval, the approved naming recommendation shall be added to the Named City Facilities List with all associated information.

Renaming Proposals

The process for renaming existing municipal buildings/facilities will follow the same steps as outlined in this procedure. In addition, it will require the proposer to include any and all research supporting the claim that there has been a violation of the City's Code of Ethics and Values or Mission Statement.

[Attachments: Named City Facilities List](#)



NAMING OF FACILITIES

PURPOSE

To establish the criteria and procedures for the naming of City of Santa Clara (City) buildings and facilities. The policy's overarching objectives are to establish and maintain a system to ensure that decisions on naming opportunities are made in an equitable and consistent manner and that the naming actions maintain current and future alignment with the City's Mission Statement and Code of Ethics and Values.

POLICY

The City Council shall name municipal buildings/facilities in recognition and consideration of the following:

- Individuals, living or deceased, who have made outstanding contributions to the City or Santa Clara community
- Individuals, living or deceased, who have made contributions of local, state, national or worldwide significance
- Honoring the important contributions and accomplishments of individuals from underrepresented communities
- Opportunities to foster a more welcoming, equitable, and inclusive environment as well as to reflect and connect with the City's diverse community
- Geographic location, demographic information, or prominent environmental feature(s) of the area that the building/facility is located

Naming proposals will require thorough research to ensure alignment with this policy and with the City's Mission Statement and Code of Ethics and Values.

The renaming of existing municipal buildings/facilities shall be discouraged and shall occur only under extraordinary circumstances, after thorough study. The process of renaming may be done only after undertaking thorough and comprehensive research and deliberation. Individuals after whom buildings are named, and who later are found to violate the City's Code of Ethics and Values or Mission Statement may have their names removed from the buildings that bear their names.

PROCEDURE

Naming Proposals

1. Proposals for naming of municipal buildings or facilities shall be



NAMING OF FACILITIES

referred to the responsible Department.

2. Upon receipt of a naming or renaming proposal of a City building or facility, the Department Head will review if the proposed name is reflective of at least one of the following criteria:
 - a. An individual, living or deceased, who has made outstanding contributions to the City or Santa Clara community
 - b. An individual, living or deceased, who has made contributions of local, state, national, or worldwide significance
 - c. Honors the important contributions and accomplishments of individuals from communities underrepresented in the Named City Facilities List.
 - d. Presents an opportunity to foster a more welcoming, equitable, and inclusive environment as well as to reflect and connect with the City's diverse community
 - e. Geographic location and demographic information of the area that the building or facility is located
 - f. Prominent geographic or environmental feature(s) of the area that the building or facility is located

The City will maintain an inventory list of all Santa Clara facilities and buildings that have been named, including any available background of why the name was selected ("Named City Facilities List"). Any naming proposal will be reviewed against the Named City Facilities List to confirm that it is not duplicative of previously approved proposals.

If the naming or renaming proposal is reflective of at least one of the criteria, the Department Head will refer the proposal to the appropriate City Board, Commission, or Committee.

If the naming or renaming proposal is not reflective of at least one of the criteria, the Department Head will extend appreciation of input to the proposer and explain City's policy regarding naming of facilities.

3. After the Department Head forwards the proposal, the City Board, Commission, or Committee, shall review all naming proposals at a publicly noticed meeting and make a recommendation to the Governance and Ethics Committee which shall consist of three City Councilmembers appointed by vote of the Council, and the City



NAMING OF FACILITIES

Manager.

4. The Governance and Ethics Committee shall review all naming recommendations at a publicly noticed meeting and make a recommendation to the City Council for final approval.
5. The City Council shall consider the naming recommendation(s) at a publicly noticed meeting and will have final approval of all naming recommendations.
6. Upon Council approval, the approved naming recommendation shall be added to the Named City Facilities List with all associated information.

Renaming Proposals

The process for renaming existing municipal buildings/facilities will follow the same steps as outlined in this procedure. In addition, it will require the proposer to include any and all research supporting the claim that there has been a violation of the City's Code of Ethics and Values or Mission Statement.

Attachments: Named City Facilities List



City of Santa Clara

1500 Warburton Avenue
Santa Clara, CA 95050
santaclaraca.gov
[@SantaClaraCity](https://twitter.com/SantaClaraCity)

Agenda Report

21-604

Agenda Date: 5/10/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Review Communications Received

DISCUSSION

The emails received in the Task Force on Diversity, Equity, and Inclusion general inbox since the April 12, 2021 regular meeting through May 7, 2021, at 12:00 p.m. are included with this report as Attachment 1.

Any emails received from May 7, 2021, at 12:00 p.m. through May 10, 2021, at 3:00 p.m. will be provided as post-meeting material.

ENVIRONMENTAL REVIEW

This is an information report only and no action is being taken by the City Council and no environmental review under the California Environmental Quality Act ("CEQA") is required.

FISCAL IMPACT

There is no fiscal impact to the City other than administrative staff time.

PUBLIC CONTACT

Public contact was made by posting the Task Force on Diversity, Equity, and Inclusion meeting agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov or at the public information desk at any City of Santa Clara public library.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Communications Received

From: [Michael Song Zhu](#)
To: [Equity Task Force](#)
Cc: [Wesley Lyons Peisch](#)
Subject: Stanford DAMS Collaboration
Date: Thursday, April 15, 2021 9:02:35 PM

To Whom It May Concern,

I hope this email finds you well. My name is Michael, and I'm currently a student at Stanford University. I'm really interested in the work that the City of Santa Clara and the Task Force on Diversity, Equity, and Inclusion is doing, and I was especially struck by the Task Force's commitment to involving the voices of historically disenfranchised communities when designing recommendations.

I'm a part of a student organization at Stanford called Stanford Data and Mapping for Society (DAMS), which is Stanford's premier student data science group. We are an interdisciplinary group that seeks to use data visualization and mapping to address societal issues. Our previous projects include visualizing gentrification in Oakland with the City of Oakland as well as mapping vehicle collisions for Monterey County's Transportation Agency. A description of our past and ongoing projects can be found on our website:
<http://dams.su.domains/consulting/>.

I'm writing to ask if you would be open to the possibility of a collaboration between the Task Force and DAMS. DAMS would love the opportunity to contribute to fight racial and social inequity and apply our data skills to such an important cause! If you are interested, please reach out to me or Wes Peisch (the club president), who I have cc'd on this email, and we can set up a time to discuss further.

Best,
Michael Zhu
Stanford Class of 2024

From: [Charmaine Jackson](#)
To: [Equity Task Force](#)
Subject: BiasSync - Strategic Unconscious Bias Learning and Measurement Platform - Request to present during a meeting
Date: Wednesday, April 28, 2021 9:13:00 AM

Good morning Task Force,

Congratulations on development of the Santa Clara Diversity and Inclusion Task Force. As past community member and homeowner in the City of Santa Clara for over 2 decades, I am happy the City is increasing its efforts to better understand the diverse community it serves.

I am looking to connect with the task force to present the opportunity to assist the City of Santa Clara and its workforce with learnings on unconscious bias and how best to mitigate them. We are currently working with several police departments, city's and county's to deliver our scientific method to measure and assist with the challenge of inclusion efforts, unconscious bias.

I welcome the opportunity to present the platform during one of your upcoming meetings. In the past I spoke with Cynthia Bojorquez, and gave a demo of the platform and solution to her. She suggested that I connect with the task force to obtain to present the platform in consideration of working with the city.

Is there a specific contact on the committee I should work with to schedule a presentation during one of your upcoming meetings?

Best regards,

Charmaine

Charmaine Jackson-Feldman

Sharing the Gift of Fair and Respectful Workplaces

t. 310-707-1124

c. 408-859-6557

ruizstrategies

www.biassync.com

WOSB, MBE, WBE, WMBE-CPUC, DBE, SBE, LBE

Your Results Tell Our Story.

From: [Richard Konda](#)
To: [Equity Task Force](#)
Subject: Councilmember Kathy Watanabe
Date: Friday, April 30, 2021 2:16:54 PM
Attachments: [April 30 ltr.pdf](#)
Importance: High

Dear members of the Diversity and Inclusion Task Force:

Attached is a letter urging the City Council to censure Councilmember Kathy Watanabe and admonish Mayor Gillmor.

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

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

April 30, 2021

Mayor Gillmor and Santa Clara City Councilmembers
Santa Clara City Hall
1500 Warburton Avenue
Santa Clara, CA 95050

Re: Stop AAPI Hate Rally Incident

Dear Mayor Gillmor and members of Santa Clara City Council,

Thank you for considering the letter that was sent earlier. As community members, we would like to again express our deep concern over the incident that happened at the Stop AAPI Hate Rally on Wednesday, March 31. The denial of Kevin Park to speak at the rally was troubling to watch. As a public facing council, the residents look to City leadership to set a tone- and the tone that was set was one that is not inclusive or collaborative. Santa Clara is a majority-minority city, and when an Asian American is denied the opportunity to speak at a rally that is advocating for Asian Americans, we must speak up and ensure that this type of behavior is not repeated.

As community members, we demand that true accountability takes place. The apologies issued by Councilmember Watanabe and Mayor Gillmor indicate a shallow understanding of what the incident means for our community. Mayor Gillmor has defended the behavior and stated that there “were faults on both sides.” She attempted to turn the tables by asking Councilmember Park if he “would have done anything differently.” Councilmember Watanabe issued an apology at the Council and Authorities Concurrent Meeting on April 6 that implies that we are hyper focusing on the “controversy about Councilmember Park not speaking”, instead of focusing on how “our community came together to support AAPI residents.”

The type of dynamics that are on display with these types of words signal to us that some of our City leaders do not understand the true harm they cause when they interact and treat their colleagues in this manner. To imply that we are “dividing” ourselves, as Mayor Gillmor has stated in the April 6 meeting, by calling attention to the incident is insulting. We are not taking away from the original mission to support the AAPI community. Rather, we are only furthering the original mission. Supporting AAPI residents means calling out hate crimes, but also examining how interactions can either create a sense of inclusion or a sense of alienation.

For us, this incident is personal. Too many times we have been subject to the same type of interaction where we are dismissed or told we are taking away focus from the real issue. **We would like to demand a formal censure that denounces Councilmember Watanabe’s actions, as well as an admonishment of how Mayor Gillmor handled the incident.** It would have been a sign of true understanding for our leaders to truly apologize and make amends by committing to collaborate with AAPI leaders on future events and motions pertaining to events

aimed at “supporting the AAPI community.” We look forward to seeing this item on the May 4 Council and Authorities Concurrent meeting.

Respectfully submitted,

1. Victoria Q. Smith, Santa Clara resident
2. Herminio Hernando, Santa Clara resident
3. Minh Steven Dovan, Santa Clara Resident, Legal Counsel for Viet-American Community of N. California
4. Wesley K. Mukoyama, Santa Clara Resident
5. Jeannie Mahan, Santa Clara Resident
6. Patricia Mahan, Santa Clara Resident, former Santa Clara Mayor
7. Mike Kaku, Santa Clara Resident
8. La Donna Yumori-Kaku, Santa Clara Resident
9. Shirley Odou, Santa Clara Resident
10. Richard Konda, Executive Director, Asian Law Alliance
11. Pastor Jethroe Moore II, President, SJ/Silicon Valley NAACP
12. Victor Garza, Chairperson, La Raza Roundtable
13. Michael Chang, Ph. D., Founder Executive Director, Asian Pacific American Leadership Institute
14. Raj Jayadev, Director, Silicon Valley De-Bug
15. Aram James, Advocacy Chair, Coalition for Justice and Accountability
16. Susan Hayase, San Jose Nikkei Resisters
17. Heather Cleary, CEO, Peninsula Family Service
18. Bela Ferreira, Executive Director, Portuguese Organization for Social Services & Opportunities (POSSO)
19. Poncho Guevara, Executive Director, Sacred Heart Community Service
20. Ann Marquart, Executive Director, Project Sentinel
21. MyLinh Pham, CEO, Asian American Center of Santa Clara County
22. Pete Settelmayer, Executive Director, City Year San Jose/Silicon Valley
23. Nathan Svoboda, President, Project MORE Foundation
24. Quyen Vuong, Executive Director, International Children Assistance Network (ICAN)