

**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

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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

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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**

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**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

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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)