

Respondent



17

Anonymous



13:37



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Continue to support efforts of the Cultural Commission. Ensure diversity of all kinds in community task forces and commissions. Encourage neighborhood public activities.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

I think they already do this, but think ahead 5 - 10 years to where we want Santa Clara to be, and then implement plans and strategies now that will get us there.

4. What is your perspective on racial inequities?

They exist - and that's very sad. How do you become a vibrant community when not everyone is able to fully participate.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

If this is just about the City of Santa Clara, I think our police engagement in the community is good.

7. What is your perspective on police reform?

I'm not sure.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I think all city staff should have to take an unconscious bias training. I think we should require that anyone the City contracts with also have a policy in place for training their employees on unconscious bias.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Not sure.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



18

Anonymous



05:45



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Stop playing identity politics and get on with the job of running the city. The more attention given to the mavens of identity politics, the more divided the community becomes and the more power we give to the tyranny of the minority.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Decisions must be made for the authentic good of the ENTIRE community, not just the pressure groups. To often, small but LOUD voices are the only ones heard.

4. What is your perspective on racial inequities?

Certain communiti4es are allowed to commit crimes way out of proportion to their percentage of the population. Decisions need to be made based on DATA not emotion.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

6. What is your perspective on police engagement?

SCPD is the BEST in the Valley.

7. What is your perspective on police reform?

Stupid ides being pushed by pressure groups for their own political gains.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

True Equality, no more identity politics.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

None. All such programs inherently violate the 14th Amendment.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

[REDACTED]

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Respondent



19

Anonymous



05:11

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?

1	2	3	4	5	6	7	8	9	10
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2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. What is your perspective on police engagement?

Armed police officers should engage citizens in as few interactions as possible.

7. What is your perspective on police reform?

I think that today's police system is built on inherently racist structures and it cannot be incrementally reformed. We need to completely rethink our approach to public safety and taking care of people.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

The police department budget is more than Libraries, Parks and Rec, and Community Services combined. We need to reverse this mentality and prioritize positive services that benefit people and improve their lives. Helping people find more stability is what makes communities safer. Police only respond *\*after\** an incident is underway, their department doesn't serve to prevent the circumstances that create them (especially given such low crime clearance rates in Santa Clara and in general).

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

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Respondent



20

Anonymous



06:34



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Better publicize events from various groups.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

I'm Asian.

4. What is your perspective on racial inequities?

They are huge. Black wealth is \$15K while White wealth is \$150K.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

I like Santa Clara's focus on community policing. It is unfortunate that so few officers live in the City.

7. What is your perspective on police reform?

Going very slowly. DEI TF seems to be more focused on renaming things than police reform.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Adopt Campaign Zero

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

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Respondent



21

Anonymous



74:47



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

better support the arts and include more ethnic events. Support ethnic festivals like Cupertino's Cherry Blossom or San Jose's Greek or Fremont's India parade.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Santa Clara became more inclusive with moving to district elections.

4. What is your perspective on racial inequities?

Black family wealth is one tenth White family wealth. There are systematic inequalities.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

Santa Clara does a lot of community policing -- probably better than many other cities. Too few officers live in Santa Clara. Would be nice to bring back chat with the chief. Citizen's Police Academy and Chief of Police Advisory Committee are great programs.

7. What is your perspective on police reform?

I worry about militarization of police departments and also infiltration by right wing militia groups.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Hiring policies should include thorough review of candidate's social media for extremist views. Hiring a more diverse police force is difficult but should be a priority

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Cultural programs like festivals or fairs. Cultural events at the Stadium.

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Respondent



22

Anonymous



21:37



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Show diversity support by hosting events targeting diverse populations. Provide a range of economic options for housing. Support diverse businesses owners. Become known as the city in the bay that walks its talk to support diversity.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

1) Everyone matters 2) Consider diverse populations perspectives, even if different than their own experience and/or opinions. 3) Do city leaders and officials attend diversity trainings to help them have a broader perspective and to check their own biases?

4. What is your perspective on racial inequities?

We have a way to go to be more comfortable with people who are wrapped differently than us as individuals. A city perspective that difference is just that, difference, not wrong or right, bad or good, just different. Diversity enriches us individually and collectively.



5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
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6. What is your perspective on police engagement?

I have had no police encounters, so I can't speak to the question.

7. What is your perspective on police reform?

I have a brother that retired from the Chicago Police Department. I believe in the need for police, but growing up in Chicago I personally witness a lot of police cruelty and poor treatment of people of color. I know that San Jose has a way to go. I also believe that police training should include diversity awareness, psychological evaluations regarding prejudice, whether known or unknown to an individual.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I am unaware of systems and/or policies.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Please refer to above. I would like to see a Santa Clara Diversity Campaign highlighting what/how our leadership and city officials value, honor and welcome diversity. How diverse is our leadership and city officials? It would wonderful to have a city wide initiative for all ages to express what diversity means to them. I think we also need an avenue to express what is it we fear about living in a diverse community. That's where work can begin to heal, provide information and change fear to a level of comfort.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



23

Anonymous



88:48



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Continue to raise the awareness and continue the efforts.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

I'm new in Santa Clara. Through accidents I'm on the mailing list of the City. I think it started with the membership with the Library. I've never been in a city where I learn so much about the place I live. Though I'm mostly a hermit when it comes to public policies, I appreciate knowing what's going on and appreciate the City's efforts! Great outreaching efforts! Keep it up!

4. What is your perspective on racial inequities?

It is, unfortunately, a systemic problem. It's also not a straightforward problem to solve. Fundamentally I think it's important to have equal opportunities available to all races, though opportunities based on a quota system may be debatable, because color-blindness is ideally the true equality. On an individual level, people need to learn to eliminate their racial bias. Researches have shown time and again that racism is a learned behavior. I agree with that statement from what I see from people. There's no lack of emphasis on educating

the young on racism, while the adults are the ones really need to be educated. It breaks my heart to see little children raised up to become racist due to parents' racial ignorance. So, perhaps more adult education on this subject?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

6. What is your perspective on police engagement?

Luckily I don't have any negative experiences with the police. I feel the police should be respected for what they do for us. It's not an easy job keeping the community safe. The police, of course, has to earn that respect. It's a two way street. I feel police-civilian engagement should be based on trust and respect.

7. What is your perspective on police reform?

Generally if the reform is to empower the police with skills and resources to do their job better, I'm all for it! I agree with the idea that the police are burdened with too much nowadays. An ideal reform should be balanced with a more robust community support system so the police can focus more on the safety of community. The screening process for the candidates should also be better to avoid unfit personalities in the police force.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

I admit that I'm not an ideal citizen as I don't have a head for the policies. In answering this question, I think of the old-style apprenticeship way of learning. If a less advantaged person is found to have the potential for a position, perhaps by way of apprenticeship that person can be trained up and will probably do a great job in the future. This probably won't involve any policy, but may help the efforts towards diversity, equity, and inclusion. This means people in position should have the ability to spot a potential, and be willing and able to train. It's a culture to help others to grow, so we can all grow together.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

How about community parties to celebrate unique history, culture, and personalities, from all races and walks of life? People will go to fun events, and these events are great opportunities to learn and promote mutual understanding and respect.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



24

Anonymous



03:27



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Stop talking about all "special" differences and focus on the commonalities.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

None. I want them to be data driven, not anecdote driven.

4. What is your perspective on racial inequities?

The only "inequities" in this day and age are those that are foisted upon us by race-baiting "advocates" for their personal gain.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

7. What is your perspective on police reform?

It is complete BULLSHIT, sponsored by the weak-minded pandering to a very vocal minority.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

None

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

None

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



25

Anonymous



04:46



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Town halls with different groups to hear their concerns

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Underserved and marginalized communities often don't have access to resources and voices regarding allocation of funds

4. What is your perspective on racial inequities?

They exist and must be addressed

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

7. What is your perspective on police reform?

Important

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Education is needed regarding why different communities would have a mistrust. Many immigrants and refugees also have negative experiences back home. There should be mental health task force

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Education regarding the diverse communities and materials translated in the threshold la gauges

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



26

Anonymous



36:03

Time to complete



1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Establish an official Koreatown on the el Camino. Apologize to the community and fire people for wasting money and effort on the civil rights lawsuit.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Do a survey like this one to gauge public sentiment.

4. What is your perspective on racial inequities?

Well , they definitely exist. And economic inequalities.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

I'm not sure what this means, but I'm a 50 year old white guy, so I have no reservations about talking to the police. I think SCPD does a pretty good job of engaging with the community. Others may have a different opinion though

7. What is your perspective on police reform?

The police budget is huge! With salaries and benefits, they are doing really well financially. They can afford to steer some of that budget toward mental health care, and deescalation training. We could be a model for other departments.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Make the city council meetings easier to participate in. The "closed session " is a turn off.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

More fun events created and hosted by our Asian and Latino communities.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

[REDACTED]

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Respondent



27

Anonymous



17:36



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Hire a workforce that looks like Santa Clara - Asian/Black/Pacific-Islander/Middle-Eastern as well as Caucasian - city staff, police, engineers, etc. As for police, train and drill them in exercises having diverse actors including diverse actors who simulate varying mental states (e.g. ADHD, depression, substance use/abuse, etc.)

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Try to learn what citizens really care about, rather than what the 5-10 people who show up at Council meetings all of the time.

4. What is your perspective on racial inequities?

People need to try harder, and simulated settings allow them to understand more readily what they really do and don't already understand. Plus simple being around each other, especially in work situations, will help improve everyone's lives.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

See above. Also get rid of police who consistently harass people.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

Action speaks louder than words. Platitudes aren't worth anyone's time. Rather than declaring, for example, "Inclusion Day" or "Inclusion Month", hire more inclusively.

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Hire more inclusively. If necessary train people to get along better through controlled simulated situations.

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Respondent



28

Anonymous



46:59



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Pre-pandemic cultural events sponsored by the Cultural Commission have been a great way to build appreciation, inclusion and community.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

We have to recognize it, actively address it, and improve equal treatment and respect for all.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

Budget cuts and the pandemic have made police dept community engagement suffer. We've lost the DARE program, Coffee with a Cop and Meet the Chief events, presumably due to these issues in 2020 & 2021. In my opinion, it's crucial that the police dept community engagement opportunities ramp up again, especially since many officers may not even live in our community.

7. What is your perspective on police reform?

I understand that officers must protect themselves and others - and that may require the use of force. But I hope that they will not use it ad-hoc or as first priority where observation indicates it's not required. I don't want to see our police dept. "militarized" to the point of fear by the general population. And, as mentioned previously, I think community engagement is an important part of the police mission.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

As mentioned earlier, cultural appreciation events are important.

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29

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00:20



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2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

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Respondent



30

Anonymous



13:34



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

We should focus on financial and racial inequities in the early stage of education. Kids without proper environment for study will struggle in school. Without proper education, people can easily end up doing bad things.

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?





6. What is your perspective on police engagement?

7. What is your perspective on police reform?

if only that can reduce the crime rate, car break-ins, and package thieves

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



31

Anonymous



07:19



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?



6. What is your perspective on police engagement?

7. What is your perspective on police reform?

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

It would be nice to see the task force support the police department instead of trying to tear them down, defund, reform and paint them in a negative light. It seems an unbalanced focus and weight is being put on the police department for inclusion as opposed to the city government as a whole. I encourage the task force members and city officials to participate in ride alongs with police officers in Santa Clara and also to require the same officials to attend the citizens police academy that is hosted by the police department.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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Respondent



32

Anonymous



552:33



Time to complete

1. On a scale of 1 to 10, with 10 being the best, how would you rate the City's current efforts to build an inclusive community?



2. What can the City do for you and the residents to build a more inclusive community?

Foster \*integrated\* activities of all residents of Santa Clara -- the longtime residents, the newly arrived, all colors, all ages. While supporting diversity, encourage the ultimate goal of unity.

3. What experiences and ideas do you have that you want your city leadership/elected officials to know when making decisions?

Support a greener city for all the residents, looking forward to a sustainable city through climate change and limited resources. Preserve green spaces and make room for the animals that share our space. Do not continue developing the city occupancy unless you have clearly planned into the future for the resources to support increased population, e.g. water resources and emergency support services.

4. What is your perspective on racial inequities?

5. On a scale of 1 to 10, with 10 being the highest level of trust, how would you rate your level of trust in the Santa Clara Police Department?

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

6. What is your perspective on police engagement?

When I have needed help in my neighborhood and my home, I have called on the police department, trusting that they will respond and protect.

7. What is your perspective on police reform?

The crime rate appears to be increasing. I think great care needs to be given to any discussion of police reform. As crime is increasing, I think we need a strong and supported police department. Concerned that this is not the time to downsize.

8. What systems or policies do you think your Councilmembers should consider revising or changing as the city works towards diversity, equity, and inclusion?

9. What type of Diversity, Equity, and Inclusion outreach activities would you like to see in the community?

Most interested in equity and inclusion outreach activities leading to unity. Concerned that diversity activities can lead to division and further separation and segregation.

10. If you would like to learn more about the Task Force on Diversity, Equity and Inclusion, please provide your email address.

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