



Agenda Report

21-1193

Agenda Date: 9/13/2021

REPORT TO TASK FORCE ON DIVERSITY, EQUITY, AND INCLUSION

SUBJECT

Discussion and Action on Appointment of Member Vacancy

BACKGROUND

On June 7, 2021, Chair Darius Brown submitted the attached letter of resignation from the Task Force, effective July 31, 2021, which created one (1) member vacancy on the Task Force on Diversity, Equity, and Inclusion (Task Force).

At the August 9, 2021 Task Force on Diversity, Equity, and Inclusion (Task Force) meeting, the Task Force directed staff to come back with the options that the Task Force has for appointing the current vacancy, with respect to established eligibility list approved by the City Council (Council) at their January 12, 2021 meeting. The Council approved the Task Force's recommendation to establish an eligibility list to fill future vacancies that would remain active for one (1) year. The applicants recommended to the eligibility list are those who made it to the last round of voting, but were not selected: Innæ Park, Kevin Landis, and Gustavo Rangel. The applications of those on the Council-approved Eligibility List are included with this report as Attachment 1.

The purpose of establishing the eligibility list was to enable the Task Force to fill a vacancy, whether by automatically appointing or inviting applicants back to interview for a vacancy, without having to conduct a new recruitment knowing that there was a qualified pool to fill an unanticipated vacancy. The eligibility list streamlines the overall process and help with staff resources and timeframes to appoint to a member vacancy.

Staff reached out to the three applicants on the established eligibility list to inquire if there was still an interest to serve on the commission. Two of the three applicants, Kevin Landis and Gustavo Rangel, expressed an interest to continue in the process of being re-interviewed. Innæ Park withdrew her name from consideration.

DISCUSSION

The Task Force must determine how to proceed with filling the one (1) member vacancy.

Consistent with the City Council's practice of interviewing those on established eligibility lists to fill vacancies, staff recommends that the Task Force invite Kevin Landis and Gustavo Rangel to re-interview for the current member vacancy.

Once the Task Force determines who they would like to recommend for appointment to the vacancy, staff will forward the recommendation to the Council for formal appointment. Following Council's appointment to the Task Force, the new member will take the Oath of Office with the City Clerk's Office.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a “project” within the meaning of the California Environment 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 was no fiscal impact associated with the preparation of this report.

COORDINATION

This report was coordinated with the City’s 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.

ALTERNATIVES

1. Invite applicants on eligibility list back for an interview.
2. Review the application packets of applicants on eligibility list to determine who the Task Force would like to appoint on the member vacancy.

RECOMMENDATION

Invite applicants on the Council-approved eligibility list back to re-interview for fill the current member vacancy.

Reviewed by: Genevieve Yip, Staff Analyst I

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Applications of Individuals on Council-approved Eligibility List



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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

*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:

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:

Position/ Office Held:

Dates:

N/A

N/A

N/A

Civic or Charitable Organizations to which
Applicant has belonged:

Position(s) Held:

Dates:

N/A

N/A

N/A

Special Interests, Hobbies or Talents:

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

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

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 CITY OF SANTA CLARA

City Clerk's Office 1500 Warburton Avenue,
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Phone: 408-615-2220 E-mail: Clerk@santacalaraca.gov 12

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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:

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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?

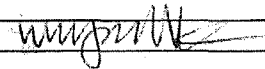
☒ Yes

☐ No

☐ Unsure

Signature of Applicant:

Innae Park



Date Signed:

11/13/2020

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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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CITY OF SANTA CLARA
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*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, & 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

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

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

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, it's 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.