

Respondent



69

Anonymous



04:54



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?

Inclusive already. Let it be.

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?

Not bad, but could be better of course

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?

Excellent and impartial.

7. What is your perspective on police reform?

More funding. Enforce laws and prosecute law breakers

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

Enforce existing policies.

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

No more needed.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email

EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



70

Anonymous



05:43



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?

I don't care.

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

Don't change the name of Columbus Day. The Woke-a-tarait is a sick distortion of American values.

4. What is your perspective on racial inequities?

Too much talk. Sick of hearing about it.

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?

Some slimy goings-on in the past; including SCPD officers being indicted for criminal behavior. Something weird going on with the police union too -- they seem at loggerheads with whomever is Chief.

7. What is your perspective on police reform?

Unaware of any major attempts at reform. In general, police are paid far too much and have absurdly generous pensions for working only twenty years.

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

Please stop. We're all sick of hearing about this. Seriously.

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

Far fewer please.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



71

Anonymous



12:10



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?

Do not make unnecessary changes unless it is truly offensive or untrue. We cannot delete history.

4. What is your perspective on racial inequities?

There have been racial inequities in the past. I think we are more aware and have made changes. I caution we still should choose the best and brightest based just on those facts. We shouldn't bend to the noisiest protestors. We shouldn't choose a person based on their ethnicity.

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 have never engaged anyone in the police department. I just read the Santa Clara police blog.

7. What is your perspective on police reform?

We need reform, but I am grateful for the men and woman who serve and protect us.

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

Continue to do what you're doing.

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

Everyone should have an equal playing field.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.

Respondent



72

Anonymous



00:26



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
<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"/>	<input type="radio"/>	<input type="radio"/>

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 type="radio"/>	<input checked="" 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?

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?

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.



Respondent



73

Anonymous



07:21



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?

Make the meetings easier to attend via use of Zoom

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

Lower my taxes

4. What is your perspective on racial inequities?

I don't see a problem with racial 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 like the SCPD, but they need to increase patrols to counteract property crime, porch theft, car breakins, etc.

7. What is your perspective on police reform?

Not needed

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.

[REDACTED]

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.



Respondent



74

Anonymous



03:39



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?

Nothing - Just make sure no anti stuff shows up,

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

Nothing

4. What is your perspective on racial inequities?

I thinks its overdone. If you can afford to live in the area than you should be allowed to live in the area. That's it.

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?

Good. I support them and we need to respect them.

7. What is your perspective on police reform?

Worthless exercise. But the police need to be more active on petty crimes. No theft should go unpunished.

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

Nothing - Its a dangerous situation to make changes for this area.

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

Beyond celebrating all cultures and allow people the freedoms to show pride in their culture , there is nothing more that we should do or waste valuable resources to push.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



75

Anonymous



10:51



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?

I've never had a problem in Santa Clara with diversity. I'm in a mixed race family and we're fine. I think too many people make too big a deal over nothing. I play soccer with: Vietnamese, Chinese, Mexican, Bulgarian, Russian, English, Indian, Northern European, ... We've never had a problem.

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

I don't see a problem. Don't rewrite history and don't pander to a few noisy voices

4. What is your perspective on racial inequities?

I think America is the greatest country in the world for many reasons. One, of which is diversity. We're all immigrants. Some came 10k year ago, some 400 years ago, some yesterday. If you want to fix "inequalities", the focus is not race but education and economics.

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 think the police are essential and excellent. A Chinese immigrant related his experience. He accidentally drove on wrong side of street (DeAnza). Police officer pulled him over, asked where he was from and realize he came from a country where they drove on "wrong" side of street. Officer lectured him, then escorted him to proper side of street. One item which I think is wrong is allowing persons to shop lift and steel as long as it's under some limit, which I believe is ~\$900. This is wrong. The solution to poverty is not disregard for laws and stealing from those who are working for a living. Stop this leftist thinking. It's the ruin of our country. All my friends who came from communist countries are appalled by the communist thinking taking over California.

7. What is your perspective on police reform?

I think they are good people. As noted above, I've had nothing but good experiences...

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 don't see a problem

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

I don't see a problem.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



76

Anonymous



48:38



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?

1) Drop school ratings - most racial and non-inclusive thing I saw. While diversity component of it can be used twofold, high school ratings attracts wealthier people, increasing housing cost and creates segregation. All schools should be good. 2) Fund schools equally or even higher in poor and wealthy districts. Higher funding in poor districts will help to close a gap. All schools should be good. 3) Set high education standards - don't lower it as part of 'equitywashing'. Go beyond common core. Students shouldn't need remediation classes when going to colleges and universities. Teach math, science, not racial subjects. 4) Support talents at schools, support advanced classes. 4) Transparency of medical charges as a first step to make healthcare affordable. 5) Prohibit asking for race/origin in job applications, and actually in every form may be outside census. Why it should matter? 6) Cancel the 'cancel culture' and be open to diversity of opinions, right or wrong.

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

Equity is idea without any scientific background - people do have different abilities, inclinations. You can't achieve equity other than lowering overall level to common denominator. Is it what you want? Diversity and Inclusivity are much better - help those talented in math to shine, help those talented in arts to shine, etc and just accept all people and different. With limited resources it is impossible achieve equal outcomes - it is better to focus on what maximizes potential for society. And provide equitable opportunities - make all schools good and at high standard. Otherwise those who can afford will choose private

schooling and will still create a gap. The lower is education standard in schools the more will be interest in better education from those who respect education and this will drive segregation.

4. What is your perspective on racial inequities?

I came to US from abroad. It wasn't part of my culture and I never noticed it outside news.

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?

Safety is very important aspect for community - without reasonable safety people who can afford to move will move into safer place, leaving less fortunate. Over years community will degrade into ghetto. So my perspective - fund police more the more crime is in the area.

7. What is your perspective on police reform?

Fund police more to offset crime and create new jobs. Crime is economical venture. Make risk higher and increase other jobs opportunities to mitigate. The more crime is in the area the more police funding is needed.

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

1) Drop school ratings. 2) Fund schools equally or even higher in poor and wealthy districts. Higher funding in poor districts will help to close a gap. All schools should be good. 3) Prohibit asking for race in job applications, and actually in every other forms/applications may be outside census. Why it should matter at all?

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

We have people with different background living side by side. One thing I liked a lot at job were 'Cultural days' where people shared genuine food, prepared performances, etc. This creates awareness, interest and respect.

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

[REDACTED]

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.



Respondent



77

Anonymous



08:55



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?

Nothing we are already an inclusive city. We are heavily Asian and Indian and Hispanic.

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

Stop trying to a woke city just because everyone else is.

4. What is your perspective on racial inequities?

Whites are now a minority and everyone is already on an equal basis. Stop making it up.

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?

Our Police are doing a great job in a very difficult environment. Quit trying to tie their hands with more obstacles to do their job. When your in trouble and need them they are there. You won't be calling the city council for help. How sad you need to even ask.

7. What is your perspective on police reform?

There is always going to be bad cops. They are human. This is why they have internal affairs to deal with the bad ones. You are trying to make them all look bad by saying we need reform. The only reform we need is to not have this commission.

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?

This sounds like a big waste of time. Walk down any street and look at the diversity.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



78

Anonymous



61:52



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?

I don't see anything really. The Bay area generally is inclusive for the most part. Is EVERYONE accepting of EVERYONE/ No. But in this area of the country especially others should not feel slighted. Foreigners and others here I speak with do not seem to agree that there is much of a problem. So, I am not in favor as yet of changing Columbus day's name.

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

Do not fall prey to pressure from any one group. Be objective and look at the entire community.

4. What is your perspective on racial inequities?

They are more prevalent in other parts of the country than they are here. That doesn't mean that there are none in this area for many reasons some of which are a tremendous lack of training and education. Another issue may be language barriers

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?

So far it has been positive.

7. What is your perspective on police reform?

I would like to see police departments in general become public safety officers and have better hiring requirements. Not having better education to begin with is probably one of the biggest drawbacks to successful careers all over this nation. That, and the obsession with guns. The continued violence with police across the country also has roots in the hiring of "jocks" and macho men types because they are tough guys as opposed to being strong. When my daughter and I were in Europe I remember feeling so safe because the police were such a part of the community and did not carry guns. That is a huge difference in overall atmosphere. The ones that we met were kind not rude and "COPS". The other issue obviously is aggressive training techniques. Military type training may be appropriate in more urban areas due to persistent violence but not so in other places. I have no doubt that racism exists in police departments because that is what officers see all the time. One or two groups killing and attacking one another certainly slants your views.

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

Please don't do a affirmative action system. Other areas of this country may benefit from that but it is very selective. I have lived all over and parts of the south have used that method successfully and necessarily. This area is very different and people I talked to from elsewhere seem to agree. Most of the people I hear whining about inclusiveness and racism are Americans.

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

Something through the Community center would be the most appropriate. That way those interested can be included in various ways(i.e. English learning programs, etc.) among others.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.



Respondent



79

Anonymous



00:34



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?

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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.



Respondent



80

Anonymous



10:56



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?

Stand up for history you can change holidays and take down statues but this does not change history it just makes things harder for our young people to understand.

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

All lives matter color does not

4. What is your perspective on racial inequities?

People who work hard don't have an issue with racial inequality

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?

PD has a power trip there is no middle ground

7. What is your perspective on police reform?

I don't believe I will see it in my life time because reform comes from the top the chief and mayors offices.

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.

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



81

Anonymous



24:45



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?

The City's leadership should listen to residents, especially those with limited literacy and language skills, refugees, who are struggling to make ends meet and have little political savvy in figuring out how to have their voices heard.

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

We need to look at who is marginalized in our city, who is struggling to live here. They are immigrants working long hours and still struggling to make a living, the homeless now frequently seen on our streets, and isolated seniors. When you listen to their concerns and stories and make policies to help improve their lives, it will end up improving everyone else's quality of life too. These are folks who won't complain to City Hall and so their needs can be overlooked. The pandemic has made these folks more invisible than before. While distributing food was great, it is not enough- the City needs sustained services to help those vulnerable among us.

4. What is your perspective on racial inequities?

It exists and those who say they are "color blind" or that they treat everyone equally are forgetting that equality is not equity when everyone doesn't start with the same advantages they have. Instead of papering over our differences, let's celebrate our diversity by listening to different points of view.

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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. What is your perspective on police engagement?

I don't think our city has seen any egregious acts of police brutality. The police have a good standing in the community overall.

7. What is your perspective on police reform?

We can add more community policing and have crisis counselors and social workers handle calls involving mental health crises, so they can de-escalate issues and connect the persons to needed help.

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

Have regular meetings with diverse ethnic groups to learn about their concerns. Encourage diversity in hiring and representation in the highest ranks of City leadership.

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

Have library and park programs that celebrate our diversity. Ensure important city communications are translated into major languages spoken by immigrant groups in the city, so they can understand and participate in civic life, which they often don't do due to linguistic and cultural barriers. Have the needs of people with disabilities (hearing impaired,

vision impaired or the dyslexic) taken into account by providing signage in Braille, ASL interpreters at City meetings, visuals and audio for understanding city communications, not just print that someone with learning disabilities can't read.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



82

Anonymous



01:15



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?

Doing a very good job.

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?

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.



Respondent



83

Anonymous



03:04



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?

Just stop. This is BS

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

Talk to the majority. Stop making decisions based on what the minority wants.

4. What is your perspective on racial inequities?

There aren't any

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?

They ae needed

7. What is your perspective on police reform?

don't need it

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.

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email

EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



84

Anonymous



40:00



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 neglecting the downtown area. Remake it into a mixed use area like Castro Street in Mountain View or/and Murphy Ave. in Sunnyvale. Example...The Christmas Tree lighting at Central Park. It should be moved downtown where shops/restaurants can take advantage of the foot traffic. Not to mention Central Park isn't even safe.

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

As I've noted above, create a downtown that people will look forward to hanging out at. Bring in more shops and restaurants, etc..

4. What is your perspective on racial inequities?

The current situation here, and everywhere is deplorable.

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

☒ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

6. What is your perspective on police engagement?

I would be hard pressed to call the police. I've no confidence that I would end up being a innocent victim, or my dogs would be shot, etc. The police have become so militarized and divorced from the people they are supposed to serve that even the law abiding are fearful of them.

7. What is your perspective on police reform?

Demilitarize and discharge all officers with a history of misconduct. My perspective is that police officers are the bullies from high school given the power to act out their malignant behavior with impunity. Obviously there are good cops, but they are guilty by remaining silent to what they witness and/or by lying by omission to keep their jobs. Honestly I think it will get much worse.

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

It seems like every good idea that would make a real difference just falls into the whirlpool of budget inadequacies, "not in my neighborhood" complaints from citizens who don't have to suffer being poor and/or homeless, and setting it all on the back burner because it is a fruitless waste of their time. Have a backbone. Tax the rich, make it a priority, stop worrying about votes and do the right thing. Its appalling that anyone is homeless in this country. It is an embarassment to the world.

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

Equity and inclusion can't happen without a living wage for all. No one should have to work for a wage that can not afford them a 1 bedroom apartment. It's shameful. Take the average

cost of renting in the Bay Area and set a minimum wage that 30% of those earnings cover rent. Of course it will be painful for businesses, but what about the pain that the sorely underpaid are suffering. Change is painful. Its time that the pain is felt by the people who perpetuate this inequality while they drive home to their comfortable homes. They literally live off the backs of their employees and they know it.

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

[REDACTED]

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



85

Anonymous

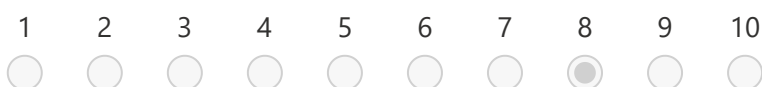


16:34



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?

I have used the internet to find out more about city events, commissions, elections. I have been able to gather the info I need. I like the many options available to residents to access meetings and information on meetings. I am very interested in the directions the task force will take to establish equity & Inclusion for all in the community

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

Teach children of all ethnicities they are capable to achieve through learning and joining activities. Teach them to think of consequences of actions taken. They are our future and need to develop confidence in their own abilities regardless of the conversations they have around them.

4. What is your perspective on racial inequities?

Where they exist, make them transparent without repercussions to who actively exposes the inequity. Regardless of race, discrimination is difficult to expose unless people are authentic and fearless in bringing this to light

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?

I have lived in Santa Clara since 1988 and have had circumstances to contact or be contacted by the police. I have always found them to be professional and kind in every circumstance. I love and support our police department

7. What is your perspective on police reform?

Be very careful how this is handled

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 will follow the task force to see what they discover

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

Don't know yet

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

[REDACTED]

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.

Respondent



86

Anonymous



04:49



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?

not much, we live here, if you aren't happy than find out what needs to change and get on it

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

make what ever they do for EVERYONE, not just specifics ethnic groups

4. What is your perspective on racial inequities?

I guess I just don't get out enough to really see any inequities. I'm retired so don't run into the ethnic/gender inequity in a work situation.

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?

have not had a lot of interaction with the PD

7. What is your perspective on police reform?

what's to 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?

in relationship to what?

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

nothing in particular

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email

EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit
SantaClaraCA.gov/EquityTaskForce (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



87

Anonymous



06:47



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?

do NOT rename or get rid of Columbus Day

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

do NOT rename or get rid of Columbus Day

4. What is your perspective on racial inequities?

I don't think it is an area of concern for the city. I would rather have the city government focus on excellence in sanitation services, policing, maintenance, public education, and other essential functions.

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 am proud of the Santa Clara police and will support them in any way I can. I particularly will support their efforts to reduce petty crime, which I am concerned about.

7. What is your perspective on police reform?

I support any reform which helps the police address and solve more criminal cases.

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.

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (<http://santaclaraca.gov/EquityTaskForce>) for more information.

Respondent



88

Anonymous



41:24



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
<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 type="radio"/>

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?

Stop chopping down the trees. Integrate the schools. Some schools have almost no diversity. You get around this lack of diversity by labeling schools- back to basics, etc. But in the end, you have a non-diversified school where students are not exposed to other cultures and languages and customs until middle school? Maybe?

4. What is your perspective on racial inequities?

Dealing with racial inequities begins in our schools. All schools should have strong, top notch programs and teachers for all students. So it doesn't matter which school a student attends, he/she will receive an outstanding education. It is the district's responsibility to make sure that all schools reflect the ENTIRE Santa Clara population and not just that of one neighborhood.

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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. What is your perspective on police engagement?

Police should be an integral part of a community. I taught my children that if anything should happen or if they were lost or scared, they could talk to a policeman and get some help. That is what good police engagement is all about. The officers who know the people and issues in their neighborhoods.

7. What is your perspective on police reform?

Police need to have better training in mental health issues, poverty, drug, and juvenile issues. Language training so that officers can communicate clearly to those who speak Spanish, Mandarin, etc. Take a close look at the reform in New Jersey and other places. Don't reinvent the wheel.

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

We need to address the homeless population and their needs. It isn't one bandaid fits all. Some have lost their jobs or their jobs are low paying and they've lost their housing because the prices are astronomical. Some are drug addicts and need safe places and programs to help. The price of a house in our area precludes equity if truth be told. Diverse people cannot afford to live in Santa Clara for the most part.

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

Plan events where the whole community is invited and you get your inclusion. The September Wine and Art Festival is one. Christmas tree lighting and gift giving from Santa for those in need. A Santa Clara Turkey trot. The summer concerts in City Park are all good

venues to get the community out. Something at the library where families bring the kids. Covid has stopped a lot of what was good and going on.

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

[REDACTED]

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.



Respondent



89

Anonymous



37:47



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?

More support services: mental health, affordable housing, sliding scale fee or free extra curricular activities for low income families. To have trauma informed counselors in schools and remove any sro's

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

To ensure that impacted communities are at the forefront of decision making policies or reform

4. What is your perspective on racial inequities?

City Leaders only speak about blm, asian hate, palestine whatever trending but rarely mention the latino community who are struggling to keep housing, jobs, deportation and incarcerated or killed at higher rates by police in Santa Clara County and State of California.

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

☐ ☐ ☒ ☐ ☐ ☐ ☐ ☐ ☐ ☐

6. What is your perspective on police engagement?

Police aren't willing to engage in uncomfortable conversations without getting defensive. Never willing to listen to a different perspective and rather perceive everyone in the community as a threat or a criminal by the color of their skin.

7. What is your perspective on police reform?

Police reform will not change anything cause it's the deep rooted sub culture of them vs. community. Dismantling the entire system and starting over with voices of those decision making tables being those impacted for real change and accountability to restore broken trust. Police CANNOT Police themselves. They have to obey laws applied to them and set example but they don't.

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

Citizens oversight for police accountability, training, hiring and policy changes by those by police violence. Trauma support services for children left Fatherless by police. Safe spaces for healing with trauma sensitive trained staff.

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

Offering low income students the opportunity to do sports, karate, boxing, yoga outside school spaces whose families cannot afford to pay. Get businesses to invest in the children and offer free or subsidized fees for low income families.

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

Thank you for participating!

Thank you for taking the time to provide us feedback.

If you have any additional feedback or questions for the Task Force, email EquityTaskForce@SantaClaraCA.gov (mailto:EquityTaskForce@SantaClaraCA.gov) or visit [SantaClaraCA.gov/EquityTaskForce](http://santaclaraca.gov/EquityTaskForce) (http://santaclaraca.gov/EquityTaskForce) for more information.