



Agenda Report

21-1689

Agenda Date: 12/7/2021

REPORT TO COUNCIL

SUBJECT

Action on the Task Force on Diversity, Equity, and Inclusion's Recommendation on the Observance of Indigenous Peoples' Day

COUNCIL PILLAR

Enhance Community Engagement and Transparency

BACKGROUND

In recent years, the City of Santa Clara (City) has received several resident inquiries regarding the City's observance of Columbus Day, most of which have urged the City Council (Council) to observe Indigenous Peoples' Day instead of Columbus Day. In an effort to inform the decision-making process, the Task Force on Diversity, Equity and Inclusion (Task Force) was asked to conduct a review of this issue and submit a recommendation to the full Council.

Consistent with the Task Force's mission statement to involve the community when developing recommendations for changes in government policies, structures, services, and culture that negatively impact or do not fully benefit historically disenfranchised communities, the Task Force worked with staff to develop a community survey to gather public input on the City's observance of Columbus Day and Indigenous Peoples' Day.

At its October 29, 2020 Task Force meeting, the Task Force voted to form a subcommittee ("Considerations of Historical Recognitions Subcommittee") to work with City staff to conduct research related to the renaming of Columbus Day, develop a community survey that respectfully considered the historical significance of Columbus Day and Indigenous Peoples' Day, and identify methods for engaging the public.

At the November 9, 2020 Task Force meeting, former Chair Darius Brown reported that the subcommittee would be reaching out to Native American organizations in Santa Clara County for feedback on the draft survey. Staff presented the draft survey to the Task Force for input at their February 25, 2021 meeting. At the April 12, 2021 Task Force meeting, the Task Force approved the Observance of Columbus Day and Indigenous Peoples' Day survey and directed staff to move forward with the survey as well as translate the survey in the languages provided by the City before its release.

The Observance of Columbus Day and Indigenous Peoples' Day survey was conducted from October 21 through November 12, 2021. The public had the option of participating in the survey by taking the survey online on the Task Force's page: www.SantaClaraCA.gov/EquityTaskForce <<http://www.SantaClaraCA.gov/EquityTaskForce>>, completing a hard-copy survey, which was made available at the Senior Center, Central Park Library, Northside Branch Library, and

Mission Branch Library, or by emailing their comments to the Task Force directly at EquityTaskForce@SantaClaraCA.gov <<mailto:EquityTaskForce@SantaClaraCA.gov>>. The survey was promoted via the City's communications channels (GovDelivery, Facebook, Twitter, Instagram, and NextDoor), and was made available in English, Spanish, Vietnamese, Chinese, Japanese, Korean, Portuguese, Hindi, and Tagalog.

Staff is bringing forward the Task Force's recommendation made at their November 22, 2021 meeting to Council for their consideration, as discussed below.

DISCUSSION

At the November 22, 2021 Task Force special meeting, staff reported on the results of the Observance of Columbus Day and Indigenous Peoples' Day survey. The report (RTC 21-1668), along with responses collected, is included with this report as Attachment 1.

The City received a total of 815 responses representing 40.75 hours of public comment. The table below summarizes all responses received.

Response to "Please select your position on the observance of Columbus Day and Indigenous Peoples' Day."	Responses Received	Total # of Responses	Percentage
Maintain Status Quo: Observe Columbus Day on the 2 nd Monday of October	142	815	17%
Observe Indigenous Peoples' Day (or an alternate holiday name that honors Native Americans) instead of Columbus Day on the 2 nd Monday of October	438	815	54%
Observe both Columbus Day and Indigenous Peoples' Day on the 2 nd Monday of October or on different days.	101	815	12%
Observe Columbus Day on the 2 nd Monday of October and observe Native American Heritage Day on the 4 th Friday of September	134	815	16%

After discussing the results of the survey, the Task Force unanimously voted to recommend the observance of Indigenous Peoples' Day on the 2nd Monday of October instead of Columbus Day. As part of their motion, the Task Force also requested that Council refer the messaging of the renaming of Columbus Day to the Task Force as well as a request that the Task Force work with the Cultural Commission to develop recommendations to further promote and celebrate the cultural heritage of Native Americans, Italian Americans, and all cultures within the City

If the Council accepts the Task Force's recommendation on the observance of Indigenous Peoples' Day on the 2nd Monday of October, a variety of actions will be necessary to designate Indigenous Peoples' Day as a City-recognized holiday including but not limited to:

- Draft an ordinance stating that the City will determine its holidays in accordance with state law and applicable labor agreements;
- Modify labor agreements to reflect the holiday designation of Indigenous Peoples' Day;
- Amend the most current Personnel and Salary Resolution (Attachment 2) to replace Columbus Day with Indigenous Peoples' Day;
- Replace Columbus Day with Indigenous Peoples' Day on the City calendar.

ENVIRONMENTAL IMPACT

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15378(b)(5) in that it is a

governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

There is no fiscal impact associated with the preparation of this report.

COORDINATION

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

PUBLIC CONTACT

Public contact was made by posting the Council 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. Accept the Task Force on Diversity, Equity, and Inclusion's recommendation to observe Indigenous Peoples' Day on the 2nd Monday of October instead of Columbus Day and direct the City Manager to take actions necessary to designate Indigenous Peoples' Day as a City-recognized holiday.
2. Any other alternative as approved by Council.

RECOMMENDATION

Alternative 1: Accept the Task Force on Diversity, Equity, and Inclusion's recommendation to observe Indigenous Peoples' Day on the 2nd Monday of October instead of Columbus Day and direct the City Manager to take actions necessary to designate Indigenous Peoples' Day as a City-recognized holiday.

Reviewed by: Genevieve Yip, Management Analyst

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. RTC 21-1668
2. Personnel and Salary Resolution (Resolution No. 18-8498)