



**TOWN OF LOS GATOS  
COUNCIL POLICY COMMITTEE REPORT**

MEETING DATE: 3/23/2021

ITEM NO: 3

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DATE: March 16, 2021  
TO: Council Policy Committee  
FROM: Laurel Prevetti, Town Manager  
SUBJECT: Review Town of Los Gatos Justice, Equity, Diversity, and Inclusion Efforts and Future Work Plan Items

**RECOMMENDATION:**

Review Town of Los Gatos justice, equity, diversity and inclusion efforts and future work plan items.

**BACKGROUND:**

The Town of Los Gatos values justice, equity, diversity, and inclusion (JEDI). The Town works proactively to ensure the rights and opportunities of everyone in Los Gatos and opposes any attempts to undermine the safety, security, and rights of any members of our community. The Town promotes equal treatment, equitable distribution of and access to resources, and engagement in issues affecting the lives of residents, workers, and visitors. The Town does not tolerate discrimination, racial injustice, or police brutality. The Town works toward realizing the values of diversity, equity, and inclusion by taking specific actions to become a more inclusive community.

In May of 2017, the Town Council affirmed a commitment to Los Gatos being a diverse, supportive, equitable, and inclusive community. The Resolution can be viewed as Attachment 1 to this report.

In the first half of 2020, the senseless killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and many others as a result of discrimination and inequity shone a spotlight on racial justice issues at national and local levels. Since late May of 2020, the Town has received considerable input from the public regarding Police reform and other issues surrounding equity and inclusion in Los Gatos. Input has been provided via email and public comment at Town meetings.

**PREPARED BY:** Holly Zappala  
Management Analyst

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Reviewed by: Town Manager, Assistant Town Manager, and Town Attorney

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BACKGROUND (continued):

On June 5, 2020, the Town affirmed its commitment to stand in solidarity with the black community with a Proclamation from the Mayor. The Proclamation can be viewed as Attachment 2 to this report.

On June 17, 2020, the Mayor of Los Gatos signed the Obama Foundation's Mayor's Pledge, committing to review Police Department standards, report back to the community, and work on reforms.

On June 19, 2020, the Town launched a new webpage "Becoming an Inclusive Community," dedicated to outlining the shared values of justice, diversity, equity, and inclusion. In naming the new webpage "Becoming an Inclusive Community," the Town acknowledged that there is work to do and by clearly stating the commitment to inclusivity and diversity, the Town strives to take the steps needed to reach that goal. The dedicated webpage can be viewed at [www.LosGatosCA.gov/Inclusivity](http://www.LosGatosCA.gov/Inclusivity) and is kept updated on a regular basis with Town efforts and current information.

The Inclusivity webpage is designed as a single point of access for all of the Town's efforts around justice, equity, diversity, and inclusion. Highlights include:

- Community Conversations: In 2020, the Town hosted three community workshops via teleconference to foster dialogue on racial and social justice and how Los Gatos can be more welcoming for all. The three conversations covered Police Reform, Housing, and the Inclusivity webpage contains the full video recordings, presentations, and other information associated with these conversations.
- Council DEI Actions: Summaries of all DEI Council actions are included on the Inclusivity webpage with links to pertinent Council agendas, reports, and recordings. This includes the recent addition to the Council's Strategic Priorities to focus on diversity, equity and inclusion throughout the Town's work.
- Police Reform: While a prominent part of the Council's work on DEI, this effort is called out separately. Work is underway to create an Independent Police Auditor function, take a deeper dive into traffic stop data, work collaboratively with the County on mental health calls, and consider options for responses to non-emergency calls. Quarterly reports are scheduled with the Council to review progress and determine next steps.
- Inclusivity and the Police Department: To improve transparency and learn about the Department's commitment to compassionate community policing, this portion of the website defines the Department's vision and mission; explains its current best practices regarding body worn cameras, training, and other community policing practices;

**BACKGROUND (continued):**

identifies new programs to help Officers understand unique needs of residents through the Special Needs Awareness Program; and includes links to the Department's Use of Force Policy and the entire Policy Manual.

- **Current JEDI Efforts in the Town's Work:** The Town's efforts to become more inclusive include adding a Racial, Social, and Environmental Justice Element to the General Plan Update; creating gender neutral language in the Town Code; expanding the "Outside the Box" utility box art program to integrate diversity, equity and inclusion together with themes of a sense of community, sustainability, and creativity; and recording oral histories of Black, Indigenous, and People of Color (BIPOC) and promoting the stories through Library offerings.

In addition to the webpage, in June 2020 the Town also launched a dedicated email address of [Community@LosGatosCA.gov](mailto:Community@LosGatosCA.gov), through which diversity, equity, and inclusion information, requests, reports, complaints, and comments may be shared with the Town.

**DISCUSSION:**

**Justice, Equity, Diversity, and Inclusion in the Town's Work**

In January 2021, the Town Council added DEI to the FY 2021-2023 Strategic Priorities. The Town Manager's Office took immediate action and directed all Departments to use a lens of justice, equity, diversity, and inclusion (JEDI) in the development of the Town budget and capital program, delivery of services, preparation of policy documents, and the creation of all new programs, projects, and policies. All proposed policies and ordinances will be reviewed in this context.

The Mayor requested study sessions in 2021 with each of the Town's Board, Commissions, and Committees to thank the members for their service to Los Gatos, review accomplishments, consider future work items, and discuss the incorporation of diversity, equity, and inclusion into their work plans. For example, the Parks and Public Works Director and members of the Complete Streets and Transportation Commission recently attended a UCLA lecture series on "Race in Transportation" to learn and explore ideas for making Town transportation more equitable. These study sessions are scheduled to continue through June 2021.

**Proposed Work Plan**

Moving forward, as the Town continues to work toward justice, diversity, equity, and inclusion, staff drafted a Town-wide work plan which can be found as Attachment 3 to this report. The work plan contains specific action items and is broken down into the categories of Town

DISCUSSION (continued):

operations, community engagement, Boards and Commissions, government transparency, Police reforms, personnel, land use, and communications. This is intended to be a one-year work plan, recognizing that once the new General Plan is adopted, additional work items will be added from the Racial, Social, and Environmental Justice Element. The work plan is also expected to be a living document for the Policy Committee to review and modify during the year.

As progress is made on the items, status updates will be brought to the Policy Committee and posted to the Town's Inclusivity webpage. The Committee would be the central place for community engagement on these items, hold the Town Manager accountable for the work plan, and determine which topics need full Council discussion.

CONCLUSION:

Staff looks forward to public feedback, and discussion and direction from the Committee regarding Town justice, diversity, equity, and inclusion efforts and the future work plan.

FISCAL IMPACT:

Discussion of this item does not have a fiscal impact. There may be various fiscal impacts associated with some of the work plan items, most of which can be absorbed in the existing Budget.

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachments:

1. Council Resolution 2017-024
2. June 5, 2020 Proclamation of the Town of Los Gatos
3. Draft Justice, Diversity, Equity, and Inclusion Work Plan

## RESOLUTION 2017-024

### **RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF LOS GATOS REAFFIRMING THE TOWN'S COMMITMENT TO A DIVERSE, SUPPORTIVE, INCLUSIVE COMMUNITY AND TO PROTECTING THE CONSTITUTIONAL AND HUMAN RIGHTS OF ITS RESIDENTS, WORKERS, AND VISITORS**

**WHEREAS**, the Town of Los Gatos values a community characterized by diversity, multiculturalism, and unity and acknowledges that the dignity, health, rights and privacy of all our residents, workers, and visitors must be respected; and

**WHEREAS**, the Town is committed to protecting the constitutional and human rights of all of our residents, workers, and visitors; and

**WHEREAS**, each person is naturally and legally entitled to live a life without harassment, discrimination, persecution or assault, whether perpetrated by individuals, groups, businesses or governments; and

**WHEREAS**, there exists concern among our residents, workers, and visitors based upon recent national and regional incidents of hate crimes, intolerance of religious beliefs, discrimination, sexual harassment and assault, and the fear of a trend-toward more of these crimes in the future; and

**WHEREAS**, there also exists concern in our Town about the potential risks for discrimination, harassment, persecution, assault, and deportation; and

**WHEREAS**, the Town and its residents, workers, and visitors continually reject bigotry and affirm their commitment to a diverse, supportive, inclusive community; and

**WHEREAS**, all members of the Town are valued regardless of religion, immigration status, ethnicity, disability, gender, sexual orientation, or gender identity.

**NOW THEREFORE, BE IT RESOLVED**, that the Town Council of the Town of Los Gatos hereby reaffirms its commitment to a diverse, supportive, equitable, and inclusive community and resolves as follows:

- The Town of Los Gatos will promote safety, a sense of security, and equal protection of constitutional and human rights, leading by example through equitable treatment of all by Town Officials and Departments.
- The Town of Los Gatos rejects bigotry in all its forms, including, but not limited to, Islamophobia, anti-Semitism, racism, nativism, misogyny and homophobia; and

Attachment 1

- The Town of Los Gatos does not tolerate discrimination based on race, national origin, ethnicity, religion, age, gender, sexual orientation, color or disability; and
- The Town of Los Gatos does not tolerate hate crimes, harassment, or assault; and
- The Town of Los Gatos will oppose any attempts to undermine the safety, security, and rights of members of our community and will work proactively to ensure the rights and privileges of everyone in the Town, regardless of religion, country of birth, immigration status, disability, gender, sexual orientation, or gender identity; and

**PASSED AND ADOPTED** at a regular meeting of the Town Council of the Town of Los Gatos, California, held on the 2<sup>nd</sup> day of May 2017 by the following vote:

**COUNCIL MEMBERS:**

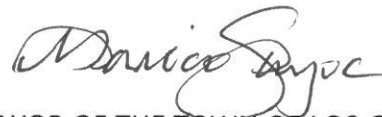
AYES: Marcia Jensen, Rob Rennie, Barbara Spector, Mayor Marico Sayoc

NAYS: None.

ABSENT: Steve Leonardis

ABSTAIN: None.

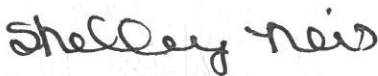
SIGNED:



MAYOR OF THE TOWN OF LOS GATOS  
LOS GATOS, CALIFORNIA

DATE: 5.3.17

ATTEST:



CLERK ADMINISTRATOR OF THE TOWN OF LOS GATOS  
LOS GATOS, CALIFORNIA

DATE: 5-3-17

## **A PROCLAMATION OF THE TOWN OF LOS GATOS AFFIRMING THE TOWN'S COMMITMENT TO STAND IN SOLIDARITY WITH THE BLACK COMMUNITY**

**WHEREAS**, our country is mourning the senseless killing of George Floyd that occurred in Minneapolis on May 25, 2020. The actions and inactions of the police officers involved were deplorable; and

**WHEREAS**, the most basic form of injustice and inequity occurs when a group of people feels their safety is placed into jeopardy by the very people entrusted with ensuring their safety; and

**WHEREAS**, police brutality and racism against the black community has been persistent in both our past and our present. Systemic injustices, racism, and dehumanization are deeply rooted in our society; and

**WHEREAS**, it was unquestionably unfair and unacceptable when the lives of George Floyd, Ahmaud Arbery, Breonna Taylor, Freddie Gray, Walter Scott, Tamir Rice, Michael Brown, Oscar Grant, and many others were taken as a result of discrimination and inequity. These lives mattered and black lives matter; and

**WHEREAS**, the unrest regarding racial injustice, particularly towards the black community, has been building for decades. Thoughtless violence by our own government only serves to incite more violence; and

**WHEREAS**, Los Gatos is blessed to be a multiracial community, and we decided long ago that mutual understanding and respect develops a much healthier, safer, and caring community; and

**WHEREAS**, it is important for the community as a whole to stand in solidarity with black communities across the country; and

**WHEREAS**, in 2017 the Town Council reaffirmed their commitment to a diverse, supportive, equitable, and inclusive community

**NOW, THEREFORE, BE IT RESOLVED** that the Town Council does hereby affirm its commitment to stand in solidarity with the black community and resolves as follows:

The Town of Los Gatos condemns racial inequity in general and violence against the black community by law enforcement in particular; and

The Town of Los Gatos does not tolerate discrimination, racial injustice, or police brutality; and

The Town of Los Gatos demands that black lives matter; and

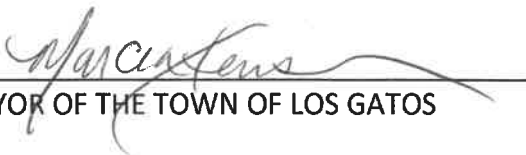
The Town of Los Gatos will oppose any attempts to undermine the safety, security, and rights of members of our community and will work proactively to ensure the rights and privileges of everyone in the Town—regardless of race; and

The Town of Los Gatos will promote safety, a sense of security, and equal protection of constitutional and human rights, leading by example through equitable treatment of all by Town officials and departments; and

The Town of Los Gatos encourages the community to stand together through peaceful exchange and discourse to enact change and move forward towards a future with more equity and inclusion in Los Gatos, California, and our country.

**NOW, THEREFORE, BE IT RESOLVED**, I, Marcia Jensen, by the virtue of the authority vested in me as Mayor of the Town of Los Gatos, do deem it appropriate and do hereby proclaim that the Town of Los Gatos condemns racial inequity

Proclaimed this 5<sup>th</sup> day of June in  
the Town of Los Gatos, County of Santa Clara, State  
of California

  
MAYOR OF THE TOWN OF LOS GATOS



## **Justice, Equity, Diversity, and Inclusion 2021 Work Plan**

### **Town Operations**

1. Require all Town Departments to use a lens of justice, equity, diversity, and inclusion in the:
  - a. Development of the Town budget, Capital Improvement Program, General Plan (see more information below), and other guiding documents;
  - b. Delivery of Town services; and
  - c. Creation of all new programs, projects, and policies.
2. Examine all proposed policies and ordinances in the context of promoting, facilitating, and improving justice, equity, diversity, and inclusion in Los Gatos. This work will be done by the Council Policy Committee, appropriate Town Boards, Committees, and Commissions, and the Town Council.
3. Complete gender neutralization of the Town Code to eliminate older language that contains increasingly obsolete gender-specific terms such as “she,” “he,” “chairman,” “policeman,” and other gender-specific terminology that is not inclusive.

### **Community Engagement**

4. Expand the Town’s community engagement to include more black, indigenous, and people of color.
5. Continue its community conversations in 2021, including a review and discussion of the Police Department’s Use of Force Policy and other topics.

### **Town Boards, Committees, and Commissions**

6. Recruit Town Board, Committee, and Commission members to reflect diverse communities of color, identity, and backgrounds.
7. Incorporate diversity, equity, and inclusion into the work of all Town Boards, Committees and Commissions and to discuss these efforts with the Town Council and the public.

### **Transparency in Government**

8. Expand access to Town records and information to further demonstrate the Town’s commitment to transparency in governmental operations.

### **Police Reforms**

9. Review at a Town Council meeting, the quarterly progress made on Police Reforms, including independent investigations, mental health/homeless support, traffic stop data, and options for non-emergency calls.
10. Establish the Independent Police Auditor function and promote it to the community in hopes that people will feel comfortable coming forward with concerns and complaints.
11. Continue to strengthen the Police Department relationship with the County Behavioral Health services staff and Mobile Crisis Response Team.
12. Finalize collateral duties for the Police Department Vulnerable Population Coordinator.
13. Analyze and present more detailed traffic stop data to understand trends and determine appropriate actions.
14. Work toward the Police Chief’s goal for all Department personnel to exceed the minimum number of hours of training in de-escalation and crisis intervention.
15. Continuously review and update Department policies and procedures to ensure that it is employing the best practices for hiring, training, eliminating bias, and ensuring the public’s safety.

#### Town Personnel

16. Foster a more diverse workforce by updating job descriptions and minimum qualifications to encourage a broader set of candidates, promoting job opportunities using conventional and unconventional techniques to reach deeper into the talent pool, and encouraging professional development to expand skills and abilities.
17. Strengthen procedures to protect employees from bullying, racism, and other uncivil behavior.
18. Encourage justice, diversity, equity, and inclusion training for Town staff members and Departments.

#### Land Use

19. Complete the General Plan update, including a new Racial, Social, and Environmental Justice Element with its associated goals, policies, and implementation actions.
20. Prepare the Housing Element to plan for the housing needs of all segments of the population.

#### Communications

21. Communicate actively on social media and in other forums to reinforce messages of inclusion, belonging, and welcoming.