



STATUS OF DISCOVERY REPORT RECOMMENDATIONS AND OTHER TOWN EFFORTS

ALF Insights

Town of Los Gatos Discovery Report: Recommendations Update 2/2023

Collaborative, On-going Engagement

- **RECOMMENDATION:** Form a facilitated, community working group that will come together to build relationships and develop a deeper understanding of JEDI concepts. Use this group to iterate and deepen the JEDI plan that includes short and long-term goals as well as a timeline of activities.
- **RECOMMENDATION:** Develop a statement of what inclusivity and belonging mean to the Town as a part of the JEDI Plan.
- **UPDATE:** Both of these items are moving forward through the Community Working Group process.

Develop Safe Spaces

- **RECOMMENDATION :** Create guidelines for safety that allow working group and community members to develop solidarity and commitment to seeing the process through.
- **RECOMMENDATION :** Ensure all threats to personal safety will not be tolerated through clear policies and practices.
- **RECOMMENDATION :** Utilize art and community engagement with art as a path to create safe spaces for learning and expression.
- **UPDATE :** The Town Council has adopted civility guidelines for all Council and Commission meetings, being clear that:
 - The Town embraces diversity and strongly condemns hate speech and offensive, hateful language or racial intolerance of any kind at Town meetings.
 - Town Council and staff are well aware of the public's right to disagree with their professional opinion on various Town issues. However, anti-social behavior, slander, hatred, and bigotry statements are completely unacceptable and will not be tolerated in any way, shape, or form at Town meetings.
 - All public comments at the Town Council meeting must pertain to items within the subject matter jurisdiction of the Town and shall not contain slanderous statements, hatred, and bigotry against non-public officials.

Build Capacity for the Work

- **RECOMMENDATION :** Provide spaces for members of the community to learn and be in dialogue together.
- **RECOMMENDATION :** Emphasize that the JEDI work benefits everyone and detail how and why this is the case as they engage in these community dialogues.





- **UPDATE** : The Town is providing spaces for members of the community to learn and be in dialogue together, starting with programming through our Library on Affordable Housing and the intersection of environmental sustainability and equity.

Connect the Work to the Vibrancy of the Town 's Economy

- **RECOMMENDATION** : Develop a public facing campaign about what the Town is doing in regards to its JEDI work along with its plan. Ensure that there is transparency about what the Town is learning and how they will be adjusting their work in support of the JEDI Plan.

Intentionally Engage School Districts and Youth

- **RECOMMENDATION** : Ensure that the school districts and youth have an intentional and connected voice to the JEDI work as it moves forward.
- **RECOMMENDATION** : Reaffirm to the school districts that they are not alone in handling these incidents. Create space for them to work collaboratively with the Town to brainstorm solutions to these problems.
- **UPDATE** : The Town signed an agreement with the Los Gatos Saratoga Union High School District and Los Gatos Union School District to be part of a social norms effort. The Districts have been invited to participate in the Town's JEDI Plan process.

Continue to Build Affordable Housing

- **RECOMMENDATION** : Continue to build and support affordable housing through the General Plan and Housing Element.
- **UPDATE**: The 2040 General Plan adopted with its Racial, Social, and Environmental Justice Element on 6/30/22. The Housing Element with modifications was adopted by the Town Council on 1/30/23, finding it to be in substantial compliance with State law. The Town is continuing to address the detailed comments from the State, engaging with the community in that process.

Town of Los Gatos Justice, Equity, Diversity, and Inclusion Work Plan Update 2/2023

JEDI Plan

- **UNDERWAY** : Work with ALFI to prepare an actionable JEDI Plan with clear goals, timeframes, and measurable outcomes. Town staff will lead staff, general public, and other engagement in this effort.

Town Operations

- **UNDERWAY AND ONGOING** : Require all Town Departments to use a lens of justice, equity, diversity, and inclusion in the:
 - Development of the Town budget, Capital Improvement Program, General Plan (see more information below), and other guiding documents;
 - Delivery of Town services; and
 - Creation of all new programs, projects, and policies.





- **UNDERWAY AND ONGOING** : Examine all proposed policies and ordinances in the context of promoting, facilitating, and improving justice, equity, diversity, and inclusion in Los Gatos. This work is done by the Council Policy Committee, appropriate Town Boards, Committees, and Commissions, and the Town Council.

Communications/Community Engagement

- **UNDERWAY AND ONGOING** : Expand the Town’s community engagement to include more Black, Indigenous, and People of Color.
- **UNDERWAY AND ONGOING** : Communicate actively on social media and in other forums to reinforce messages of inclusion, belonging, and welcoming.

Town Boards, Committees, and Commissions

- **UNDERWAY AND ONGOING** : Recruit Town Board, Committee, and Commission members to reflect diverse communities of color, identity, and backgrounds.
- **UNDERWAY AND ONGOING** : Incorporate diversity, equity, and inclusion into the work of all Town Boards, Committees and Commissions and discuss these efforts with the Town Council and the public.
- **UPDATE** : DEI training is scheduled for all Town Board, Committee, and Commission members on February 23, 2023.

Transparency in Government

- **UNDERWAY AND ONGOING** : Expand access to Town records and information to further demonstrate the Town’s commitment to transparency in governmental operations.

Police Reforms

- **UNDERWAY AND ONGOING** : Biannual Reports to review progress at Town Council meetings on Police Reforms, including independent investigations, mental health/homeless support, traffic stop data, and options for non-emergency calls.
- **UNDERWAY AND ONGOING** : Continue to strengthen the Police Department relationship with the County Behavioral Health services staff and Mobile Crisis Response Team.
- **UNDERWAY AND ONGOING** : 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.
- **UNDERWAY AND ONGOING** : 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

- **UNDERWAY AND ONGOING** : 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.

- **UNDERWAY AND ONGOING** : Strengthen procedures to protect employees from bullying, racism, and other uncivil behavior.
- **UNDERWAY AND ONGOING** : Encourage justice, diversity, equity, and inclusion training for Town staff members and Departments.

