

FW: Letter of Support - Measure I

City Clerk <city.clerk@sanjoseca.gov>

Thu 5/9/2024 10:06 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Angie Guatemala [REDACTED]

Sent: Thursday, May 9, 2024 9:53 AM

To: Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Subject: Letter of Support - Measure I

[External Email]

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Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, are particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement. This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

In solidarity,

Angie Guatemala

Pronouns: She/Her/Ella

Senior Management Analyst

Sacred Heart Community Service



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FW: Gardner LOS: Council Policy #22 - Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Thu 5/9/2024 10:59 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (186 KB)

5-9-24 LOS - SJ City Council - Equity Values & Standards Policy.pdf;

From: Rafael Vaquerano <[REDACTED]>

Sent: Thursday, May 9, 2024 10:57 AM

To: City Clerk <city.clerk@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>

Subject: Gardner LOS: Council Policy #22 - Equity Values and Standards Policy

[External Email]

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Good morning San Jose City Council,

I hope you're all continuing to be safe and well!

On behalf of Gardner Health Services, please see attached a letter of support for Council Policy #22 - Equity Values and Standards Policy.

Thank you all for your hard work and commitment to serving our wonderful communities!

Sincerely,
Rafael

Rafael Vaquerano, MPH | Chief Executive Officer
(he, him, él)
Gardner Health Services
Administration
[REDACTED]

www.gardnerhealthservices.org

Executive Assistant: Jennifer De La Cruz [REDACTED]



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SPECIALTY SERVICE CENTER | CORPORATE OFFICE
160 E. Virginia Street, Suite 100, San Jose, CA 95112
Office: 408.200.2291 | Facsimile: 408.278.7799
www.gardnerhealthservices.org

May 9, 2024

San Jose City Council
200 E. Santa Clara St.
San Jose, CA 95113

Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.


The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement.

This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Sincerely,



Rafael Vaquerano, MHP
President & CEO
Gardner Health Services

FW: LCSV Letter of Support for Council Policy No. 0-22 Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Thu 5/9/2024 12:52 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (214 KB)

LCSV Letter of Support for Council Policy No. 0-22 Equity Values and Standards Policy.pdf;

From: Tatiana Villaseñor Carrillo <[REDACTED]>

Sent: Thursday, May 9, 2024 12:06 PM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Cc: matt[REDACTED] Gabriela Chavez-Lopez [REDACTED] Karen Gonzalez

Subject: LCSV Letter of Support for Council Policy No. 0-22 Equity Values and Standards Policy

[External Email]

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Esteemed Mayor, Council, and City Clerk,

On behalf of the Latina Coalition of Silicon Valley, we are honored to submit a Letter of Support for Council Policy No. 0-22 Equity Values and Standards Policy, a policy that aligns closely with our mission and values.

In Community,

--

Tatiana Villaseñor Carrillo | **Community Organizer**

Latina Coalition of Silicon Valley

Personal [REDACTED]

Connect with us: [Facebook](#), [Instagram](#), [Twitter](#), [Website](#) **Become a member today!**

The LCSV develops and strengthens the power of Latinas to advance our collective success through sisterhood, leadership, and civic engagement.

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Policy & Advocacy Chair

Esmeralda Bautista
Marketing Chair

Executive Staff

Gabriela Chavez-Lopez
Executive Director

Latina Coalition of Silicon
Valley
1346 The Alameda,
Ste 7-293
San Jose, CA
Tax ID # 01-0799235

www.LatinaCoalition.org



Dear Mayor Mahan, Vice Mayor Kamei, and Esteemed Members of the City Council,

I write to you today with resolute support for adopting Council Policy No. 0-22, the "Equity Values and Standards Policy." This policy signifies a pivotal opportunity for our city to spearhead the nationwide drive toward enhanced racial and social equity, which could significantly improve the lives of our community members.

As exemplified by the impactful work of organizations like the Latina Coalition of Silicon Valley, through its multi-faceted approach to empowering Latinas, we must recognize and uplift the contributions of grassroots movements and community-based initiatives. These are the driving forces behind our progress in advancing equity and social justice.

Your dedication to acknowledging and rectifying longstanding disparities is admirable. The policy in question furnishes a comprehensive blueprint to steer city officials and employees across diverse departments in imbuing equity into their decision-making paradigms. Of particular importance is its emphasis on intersectionality and the inclusion of historically marginalized communities, encompassing individuals of Black, Native/American Indian, Latino/a/x, Asian and Pacific Islander descent, LGBTQIA+ individuals, immigrants, and those with disabilities. These strides are indispensable in ensuring our city's policies and services are equitable and inclusive.

The Equity Values and Standards Policy erects a robust scaffold for action and accountability, fundamental for effecting genuine strides in dismantling systemic inequities. It provides clear directives for integrating equity considerations into every aspect of municipal governance, from budget allocations to community engagement efforts.

This policy heralds an opportunity to shape a San José that truly embodies the principles of justice, inclusivity, and equality for all its residents. Let us seize this moment to bring about significant, lasting change.

I sincerely appreciate your taking this essential step toward establishing our city as a model of equity and justice.

Sincerely,

Gabriela Chavez-Lopez
Executive Director
Latina Coalition of Silicon Valley

FW: Catholic Charities Support for Measure I

Taber, Toni <toni.taber@sanjoseca.gov>

Thu 5/9/2024 1:42 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Gregory Kepferle [REDACTED]

Sent: Thursday, May 9, 2024 1:26 PM

To: Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Subject: Catholic Charities Support for Measure I

[External Email]

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May 9, 2024

Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement.

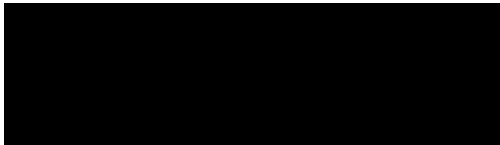
This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Thank you.

Sincerely,

Gregory R. Kepferle, CEO
Catholic Charities of Santa Clara County



www.catholiccharitiesscc.org

Cutting Poverty -- Changing Lives for Good

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FW: Support for Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Thu 5/9/2024 2:31 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Lucila Ortiz <[REDACTED]>
Sent: Thursday, May 9, 2024 2:28 PM
Subject: Support for Equity Values and Standards Policy

[External Email]

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Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

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Thank you for taking this essential step toward making our city a beacon of equity and justice.

Yours sincerely,
Lucila Ortiz

--

Lucila Ortiz
Political Director

WORKING PARTNERSHIPS USA



 wpusa.org



FW: Council Policy No. 0-22 Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Thu 5/9/2024 3:38 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Richard Konda [REDACTED]

Sent: Thursday, May 9, 2024 3:34 PM

To: Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Subject: Council Policy No. 0-22 Equity Values and Standards Policy

Importance: High

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May 9, 2024

Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

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This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Sincerely,

Richard Konda (he/him/his)

Executive Director



991 W. Hedding Street, Ste. 202

San Jose, CA 95126



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FW: Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Fri 5/10/2024 7:46 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (376 KB)

Ujima's support of Equity Values and Standards Policy.pdf;

From: Yvonne Maxwell [REDACTED]

Sent: Thursday, May 9, 2024 7:05 PM

To: Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; joseph.fruen@sanjoseca.go; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>

Subject: Equity Values and Standards Policy

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May 9, 2024

Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

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Thank you for taking this essential step toward making our city a beacon of equity and justice.

Sincerely,

Yvonne Maxwell, MSW, LCSW
Executive Director

1898 The Alameda San Jose, CA 95126 P: 408 928-1700 F: 408-928-1701

Ujima Adult and Family Services, Inc.

1898 The Alameda

San Jose, CA 95126

O: 408 928-1700 F: 408 928-1701 M: 408 930-9601

www.ujimaagency.org

“Prisons do not disappear social problems, they disappear human beings. Homelessness, unemployment, drug addiction, mental illness, and illiteracy are only a few of the problems that disappear from public view when the human beings contending with them are relegated to cages.”

— **Angela Davis**



Serving the African Community since 1991

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FW: Item 3.5 Amendment to Chapter Add Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Fri 5/10/2024 10:42 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Colsaria Henderson <[REDACTED]>

Sent: Friday, May 10, 2024 9:28 AM

To: City Clerk <city.clerk@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>

Cc: Erica Villa <evilla@nextdoor.org>

Subject: Item 3.5 Amendment to Chapter Add Equity Values and Standards Policy

[External Email]

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Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

We are writing to you today to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

*Next Door Solutions to Domestic Violence has been a consistent presence in the San Jose community for over 50 years. We serve our most vulnerable populations and are committed to Equity and Justice and Inclusion for Liberation in our work. **It is wonderful to see the city take actions to reflect this.***

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

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This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

In Solidarity, Love, and Intention,



Colsaria Henderson
She/They
Executive Director



234 E. Gish Rd., Ste. 200
San Jose, CA 95112
O: 408.501.7550
D: 408.501.7555
24/7 Crisis Hotline: 408-279-2962

Colsaria Henderson
Executive Director
Next Door Solutions
(She/They)

+1 408 501 7555 main

www.nextdoorsolutions.org

[Ways To Give](#)

SAVE CONTACT

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FW: Council Policy No. 0-22, Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Fri 5/10/2024 10:45 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Eugene Torres <[REDACTED]>

Sent: Friday, May 10, 2024 10:32 AM

To: Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Subject: Fw: Council Policy No. 0-22, Equity Values and Standards Policy

[External Email]

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Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express our strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement.

This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Sincerely,

Eugene Torres

Director of Programs

Family Supportive Housing

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FW: 3.5 Amendment to Chapter Add Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Thu 5/9/2024 3:41 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Adwoa Armah [REDACTED]

Sent: Thursday, May 9, 2024 3:35 PM

To: City Clerk <city.clerk@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>

Cc: Stuart Richardson <[REDACTED]>; Jennifer Escalera <[REDACTED]>; Ray Schumann <[REDACTED]>

[REDACTED] Mario Canas <[REDACTED]> Kadiatou Kaba <[REDACTED]>

Subject: 3.5 Amendment to Chapter Add Equity Values and Standards Policy

[External Email]

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Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement.

This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Sincerely,



Adwoa Armah

Re-entry Housing Specialist



<https://midtownfs.org>

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FW: Item 3.5 Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Mon 5/13/2024 12:22 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (108 KB)

2024-05-10 CSJ Equity Values and Standards Policy.pdf;

From: Rachel Monaco <[REDACTED]>**Sent:** Monday, May 13, 2024 12:02 PM

To: City Clerk <city.clerk@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>

Subject: Re: Item 3.5 - Equity Values and Standards Policy

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Dear Mayor Mahan, Vice Mayor Kamei, and members of the San Jose City Council,

Please see attached a letter from Second Harvest of Silicon Valley regarding item 3.5 on the 5/14 agenda.

Sincerely,
Rachel Monaco

Rachel Monaco (she/her)
Senior Manager, Policy & Advocacy
Second Harvest of Silicon Valley

o: [REDACTED] ext. [REDACTED]
e: [REDACTED]

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May 13, 2024

San Jose City Council
200 E. Santa Clara St.
San José, CA 95113



Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

I am writing to you today on behalf of Second Harvest of Silicon Valley to express our strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement.

This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Sincerely

Tracy Weatherby
Vice President, Strategy & Advocacy
Second Harvest of Silicon Valley

Curtner Center

Cypress Center

Bing Center


shfb.org

FW: Public Comments: item 3.5 of City Council meeting on May 14, 2024

City Clerk <city.clerk@sanjoseca.gov>

Mon 5/13/2024 1:25 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (128 KB)

ACLU Santa Clara Valley Public Comment re Equity Values and Standards Policy 05_13_24.pdf;

From: SCVchapter ACLUNC <[REDACTED]>
Sent: Monday, May 13, 2024 1:03 PM
To: SCVchapter ACLUNC <[REDACTED]> City Clerk <city.clerk@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>
Subject: Public Comments: item 3.5 of City Council meeting on May 14, 2024

[External Email]

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Dear Mayor, Councilmembers, and City Clerk,

I hereby submit the attached letter as public comments for agenda item 3.5, "Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the Council Policy to Add Equity Values and Standards Policy," of the City Council meeting to be held on May 14, 2024.

Thank you very much for your kind attention.

Sincerely,
Victor Sin
Chair (volunteer)
Santa Clara Valley Chapter of ACLU of Northern California

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May 13, 2024

VIA EMAIL

Matt Mahan, Mayor
Councilmember Rosemary Kamei
Councilmember Sergio Jimenez
Councilmember Omar Torres
Councilmember David Cohen
Councilmember Peter Ortiz
Councilmember Devora Davis
Councilmember Bien Doan
Councilmember Domingo Candelas
Councilmember Pam Foley
Councilmember Arjun Batra

Re: Item 3.5, Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the Council Policy to Add Equity Values and Standards Policy

Dear Mayor Mahan and City Councilmembers,

On behalf of the Santa Clara Valley Chapter of the ACLU of Northern California, I submit public comments on agenda item 3.5, "Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the Council Policy to Add Equity Values and Standards Policy" of the City Council meeting on May 14, 2024.

We support the new Council Policy No. 0-22 entitled "Equity Values and Standards Policy." The City's recognition of the impact of long-standing and persistent disparities, particularly regarding Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, women, people with disabilities, low-income, older adults and other marginalized communities, is critical. The policy's Equity Statement of Values, Standards, and implementation of practices is significant to advancing racial and social equity in San José.

Thank you for your consideration and attention to this critical issue.

Sincerely,

Victor Sin
Chair (volunteer)
Santa Clara Valley Chapter of ACLU of Northern California

FW: Item 3.5 Add Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 7:57 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (127 KB)

Table with edits.pdf;

From: Michele M <[REDACTED]>

Sent: Monday, May 13, 2024 10:06 PM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: Item 3.5 Add Equity Values and Standards Policy

[External Email]

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May 13, 2024

VIA EMAIL

Mayor Matt Mahan
Councilmember Rosemary Kamei
Councilmember Sergio Jimenez
Councilmember Omar Torres
Councilmember David Cohen
Councilmember Peter Ortiz
Councilmember Devora Davis
Councilmember Bien Doan
Councilmember Domingo Candelas
Councilmember Pam Foley
Councilmember Arjun Batra
cc: City Clerk

RE: Item 3.5 Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the County Policy to Add Equity Values and Standards Policy

Dear Mayor and City Council Members:

Sadly, I cannot fully support Council Policy №0–22, “Equity Values and Standards Policy,” as it inadvertently marginalizes people with disabilities by excluding their needs and voices. Despite broad support, this policy highlights a gap in understanding that underscores the need for disability awareness and structural change in San José.

Changes have already been submitted to the Office of Racial Equity and the Disability Affairs Officer, who were open to the feedback. However, due to understandable time constraints, limited action was possible. Their efforts are appreciated and essential to this ongoing work.

I want to emphasize that the Disability Affairs Officer has made essential progress toward expanding awareness of disability issues. However, structural barriers have created significant limitations that will hopefully be improved with the support of the Office of Racial and Social Equity.

The City of San José still lacks an understanding of the diverse experiences within the disability community, complicating efforts to combat discrimination and ensure equity. Ableism intersects with various factors, creating a complex issue that very few outside of those impacted by disability understand.

Throughout history, individuals with disabilities have faced systemic discrimination, exclusion, and mistreatment, known as Systemic Ableism. Institutions meant to provide care often subjected them to neglect and confinement, denying them their basic rights. Instances like forced sterilization and the enforcement of “ugly laws” further reinforced stigma and exclusion. Access to public spaces, transportation, and education was restricted, while challenges in accessing services and adaptive aids compounded these difficulties. Although explicit discriminatory laws have been repealed, discrimination persists in various forms, such as how disability was only mentioned 1 time in the 147-page [Final Report of the Charter Review Commission Draft of November 28, 2021](#). Racial and Social Equity is still defined as it was in that report.

Disability intersects with race/ethnicity, color, gender, age, language, citizenship/immigration, sexual identity, religion, and all economic and educational levels, further underscoring the importance of the definition of racial and social equity. And because disability is intersectional, there is significant overlap between systemic ableism and all other types of systemic oppression, especially racism.

To rectify ongoing structural ableism in this policy:

- Define Institutional Ableism and other forms of oppression
- Improve the definition of Racial and Social Equity to encompass all oppressed identity groups based on racial equity
- Recognize the limited outreach to the disability community
- Adjust outcomes to reflect equity achieved when race and other oppressed group identities no longer predict life outcomes

The City of Seattle uses a framework that focuses on race while stating those efforts alone are insufficient. So, like the City of Seattle, the City of San José must “lead with race” while also working on institutionalized sexism, heterosexism, ableism, and other oppressions which I feel is the intention of this policy and memo. My question is if it is intentional enough. [“Just as institutions work to the benefit of white people, they also work to the benefit of men, heterosexuals, non-disabled people and so on.”](#)

While race equity is paramount for rectifying historical injustices, the exclusion of disability perspectives in this policy perpetuates harm across all group identities. As presented by US Representative Ayanna Pressley and Rebecca Cokley in the [Winter 2022 Stanford Social Innovation Review](#), disability must also be centered to create a just society that is more accessible and inclusive for everyone. The disability community continues to experience above-average rates of poverty, incarceration, disenfranchisement, and social segregation. And until disability is included, the inequities experienced by people of color will remain unchanged. The COVID-19 pandemic also revealed existing inequities with a clear impact on the disability community in addition to communities of color and other marginalized groups

However, the intentional inclusion of the disability community has been lacking, persisting even through the pandemic. The exclusion was evident during the Charter Review Commission, where this definition of racial and social equity originated. When disability is hidden or obscured, whether intentionally or inadvertently, harm and systemic discrimination occurs.

The only way we will ever get beyond the historical and structural ableism in our policies and practices is through the representation of and equitable engagement with the diverse community of people with disabilities, their families, and other allies. Disability must be embraced as the intersectional equity value to remove bias

and understand the community's diversity. This shift in the office name to include social equity should not perpetuate structural ableism and racism in any form. It is time to move beyond confining people with a disability to a narrow accessibility portfolio that primarily serves business interests. Embracing disability as a core aspect of intersectional equity requires reevaluating societal structures for genuine inclusivity and dismantling systemic barriers.

Together let's create and build upon this intersectional Racial and Social Equity lens that ensures everyone can prosper and thrive.

Sincerely,

Michele Mashburn

Disability Advocate

Michele Mashburn

All Things Disability



Connect with me on [LinkedIn](#)

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Document and Page #	Existing Text	Revised Text
Exhibit A - Definitions	Add	<p>Institutional Ableism refers specifically to the ways in which institutional policies and practices based on the idea that disabled people have less value create different outcomes for this group. Disability is intersectional with significant overlap between systemic ableism and systemic racism, sexism, and homophobia. People with disabilities who are also part of other marginalized groups can face compounded stigmas creating advantages for non-disabled people and reinforced disadvantages for people with disabilities resulting in further oppression.</p>
Exhibit A - Definitions, page 8	<p><i>Racial and Social Equity. The condition that would be achieved if one's group identity – based on categorizations that have experienced discrimination including race, aspects of neurodiversity, religion, and gender expression – no longer predicted, in a statistical sense, how one fared in society.</i></p>	<p>Racial and Social Equity. The condition that would be achieved if one's group identity – based on categorizations that have experienced discrimination including race/ethnicity, color, disability, neurodivergence, religion, age, citizenship/immigration status, gender expression, sexuality – no longer predicted, in a statistical sense, how one fared in society.</p> <p>Racial and Social Equity explicitly prioritizes communities that have been economically deprived and underserved and establishes a practice for creating psychologically safe spaces for not only racial groups, but other groups that have been most negatively impacted by policies and practices. It is action that prioritizes liberation and measurable change and focuses on lived experiences of all impacted groups. It requires the setting of goals and measures to track progress, with the recognition that strategies must be targeted to close the gaps.</p> <p>As an outcome, racial and social equity is achieved when race/ethnicity, color, disability, neurodivergence, age, language, citizenship/immigration status, gender expression, sexuality, and income can no longer be used to predict life outcomes and everyone can prosper and thrive.</p>

Memo, Page 3	<i>As part of this process, City staff met with numerous external partners, such as the Race Equity Action Leadership Coalition and the San José for All Community Advisory Group, as well as City leadership and racial equity practitioners from multiple departments.</i>	Acknowledge the limited outreach and awareness about disability issues within these groups at the time of the outreach process resulting in a gap of knowledge on disability equity.
Exhibit A, Page 1	<i>The City acknowledges historical structural and institutional racism that resulted in measurable gaps in well-being and quality of life for these communities.</i>	Add: Institutional Ableism and/or other systemic oppressions here. “The City acknowledges historical structural and institutional ableism ¹ and other systemic oppression that resulted in measurable gaps in well-being and quality of life for these communities, especially those also impacted by structural racism.”
Exhibit A, Page 1	<i>The City will have achieved equity when race can no longer be used to predict life outcomes, and everyone can prosper and thrive.</i>	<i>The City will have achieved equity when race and other oppressed group identities can no longer be used to predict life outcomes, and everyone can prosper and thrive.²</i>
Exhibit A - Equity Standards, Page 3	<i>Outcomes include: a) Race can no longer be used to predict life outcomes, and everyone can prosper and thrive</i>	Add: b) Group identity - based on intersectionality can no longer be used to predict life outcomes, and everyone can prosper and thrive ³

¹ See Ability Toolbox: <https://theabilitytoolbox.com/systemic-ableism/>

² See MTC 2050+ plan analysis parameters:

<https://bayareametro.github.io/Spatial-Analysis-Mapping-Projects/Project-Documentation/Equity-Priority-Communities/#analysis-parameters>

³ See San Diego Race and Equity: https://www.sandiego.gov/sites/default/files/pb_v2raceandequity.pdf

FW: Item 3.5: Support for Ordinance Amendment & Resolution Adoption of Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 9:03 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

From: Ellina Yin <[REDACTED]>

Sent: Tuesday, May 14, 2024 8:40 AM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: Item 3.5: Support for Ordinance Amendment & Resolution Adoption of Equity Values and Standards Policy

[External Email]

----- Forwarded message -----

From: Ellina Yin <[REDACTED]>

Date: May 10, 2024 at 10:39 PM -0700

Subject: Support for Ordinance Amendment & Resolution Adoption of Equity Values and Standards Policy

RE: (a) Approve an ordinance amending Chapter 2.04 of Title 2 of the San José Municipal Code to add a new Part 43 establishing the Office of Racial and Social Equity. (b) Adopt a resolution approving the proposed Equity Values and Standards Policy that

establishes a framework for advancing racial and social equity.

Dear Members of the San José City Council,

In the expansive tapestry of our civic life, each thread—each voice and action—contributes to the overarching pattern of our community. It has been my privilege to have been woven into this process from advocating for the creation of the Charter Review Commission in 2020, to then participating in 100+ hours of commission meetings in 2021, to advocating for the passage of Measure I in 2022, followed by another year of stakeholder meetings and advocacy in 2023 and to stand now before the fruition of our collective labor—the Ordinance that would enshrine the Office of Racial and Social Equity into the municipal code and Council Policy No. 0-22, the “Equity Values and Standards Policy.”

This ordinance and resolution policy are the compass and map for where we need to go, a declaration of how we imagine our future. It understands that equity is not merely a concept to be aspired to but a practice to be implemented and lived. It recognizes the complexity of our identities and the intersections at which we live—the deeply felt experiences of our neighbors.

As you consider this ordinance and resolution policy, let us seize the opportunity not only to shape a city that truly embodies justice and inclusivity but also to set a precedent for others. With the adoption of this ordinance and policy, San José can lead by example, inspiring other cities to undertake similar reflections and reforms. By doing so, we make history—establishing a legacy of action and responsibility that resonates far beyond our borders.

I urge you to adopt this ordinance and resolution policy. Let us continue to walk the path of intentional, informed change—to embrace a future crafted with the knowledge of our past and the hope of our present efforts. This is how we build a city that belongs to all who call it home.

With gratitude,

Ellina Yin

Lifelong San José Resident
CEO & Founder, Only in San José Podcast
Member of the Racial Equity Action Leadership
(REAL) Coalition
Former Council Advisory Appointment Commissioner
Board Member People Acting in Community
Together (PACT) San José

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FW: Measure I

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 9:45 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Eva M. Terrazas <[REDACTED]>

Sent: Tuesday, May 14, 2024 9:35 AM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Subject: Measure I

[External Email]

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Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council-

I write to express my strong support for the implementation of Council Policy No. 0-22, "Equity Values and Standards Policy." This policy represents a landmark opportunity for our city to lead by example in the national movement towards greater racial and social equity.

The commitment of the city to recognize and address long-standing disparities is commendable. This policy provides a comprehensive framework to guide city officials and employees across various departments in integrating equity into their decision-making processes. The focus on intersectionality and the inclusion of marginalized communities such as Black, Native/American Indian, Latino/a/x, Asian and Pacific Islanders, LGBTQIA+, immigrants, and disabled residents, among others, is particularly crucial. These steps are necessary to ensure that our city's policies and services are equitable and inclusive.

The "Equity Values and Standards Policy" sets a powerful framework for action and accountability, which is vital for making genuine progress in combating systemic inequities. It provides clear directives for integrating equity considerations into all aspects of municipal governance, from budget decisions to community engagement.

This policy is our chance to shape a San José that truly reflects the values of justice, inclusivity, and equality for all its residents. Let us embrace this moment to make a significant, lasting impact.

Thank you for taking this essential step toward making our city a beacon of equity and justice.

Eva

Eva M Terrazas, (She, Her, Ella)

Chief Public Policy and Advocacy Officer



Web: www.pacificclinics.org

251 Llewellyn Ave.

Campbell, CA 95008



www.PacificClinics.org - Advancing Behavioral Healthcare

www.MYPCTI.org - Continuing Education and Workforce Development for Behavioral Healthcare

www.HealthNavigation.org - Certification Training for Peers and Paraprofessionals

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FW: Item 3.5 Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the County Policy to Add Equity Values and Standards Policy Michele Mashburn

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 10:10 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Christine Fitzgerald · [REDACTED]

Sent: Tuesday, May 14, 2024 10:00 AM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: Item 3.5 Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the County Policy to Add Equity Values and Standards Policy Michele Mashburn

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Mayor Matt Mahan

Councilmember Rosemary Kamei

Councilmember Sergio Jimenez

Councilmember Omar Torres

Councilmember David Cohen

Councilmember Peter Ortiz

Councilmember Devora Davis

Councilmember Bien Doan

Councilmember Domingo Candelas

Councilmember Pam Foley

Councilmember Arjun Batra

RE: Item 3.5 Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the County Policy to Add Equity Values and Standards Policy

Dear Mayor and City Council Members:

Sadly, I cannot fully support Council Policy N^oO–22, “Equity Value

Below, please find that I completely concur with Michele Mashburn, fellow disability advocate –

s and Standards Policy,” as it inadvertently marginalizes people with disabilities by excluding their needs and voices. Despite broad support, this policy highlights a gap in understanding that underscores the need for disability awareness and structural change in San José.

Changes have already been submitted to the Office of Racial Equity and the Disability Affairs Officer, who were open to the feedback. However, due to understandable time constraints, limited action was possible. Their efforts are appreciated and essential to this ongoing work.

I want to emphasize that the Disability Affairs Officer has made essential progress toward expanding awareness of disability issues. However, structural barriers have created significant limitations that will hopefully be improved with the support of the Office of Racial and Social Equity.

Thanks,
~Chris

Christine Fitzgerald
Community Advocate
Silicon Valley Independent Living Center
25 N. 14th St. Ste. 1000
San Jose, CA 95112

SVILC is a cross-disability, intergenerational, and multicultural disability justice organization that creates fully inclusive communities that value the dignity, equality, freedom and worth of every human being.

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FW: Support for Measure I - Equity Values and Standards Council Policy

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 9:03 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Huy Tran <huy@sirenimmigrantrights.org>

Sent: Tuesday, May 14, 2024 8:41 AM

To: Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Cc: hiellina@gmail.com

Subject: Support for Measure I - Equity Values and Standards Council Policy

[External Email]

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Dear Mayor Mahan, Vice Mayor Kamei and Members of the City Council,

After the extensive work and deliberation as a commissioner on the 2021 Charter Review Commission, the introduction of the Ordinance to establish the Office of Racial and Social Equity and the Resolution to adopt the Equity Standards as outlined in the policy is something I stand behind. These standards are crucial for operationalizing our city's commitment to equity across all departments. I fully support this structured approach to accountability and urge its adoption.

These standards provide a clear, actionable framework that departments across the city can follow to ensure their actions align with our shared values of fairness and inclusivity. Additionally, the standards' focus on measurable outcomes is particularly noteworthy, as it commits our city to not just idealistic goals but to real, tangible progress. It is this level of specificity and accountability that will drive true change within our community.

Please accept my deepest support for this ordinance and policy, and I look forward to seeing its positive impacts unfold across San José.

With Regards,



HUY TRAN

Executive Director

(408) 453-3010 | huy@sirenimmigrantrights.org

1769 Park Ave., Suite 200 San Jose, CA 95126

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FW: Item 3.5 - Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the Council Policy to Add Equity Values and Standards Policy

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 10:55 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Ellina Yin [REDACTED]

Sent: Tuesday, May 14, 2024 10:42 AM

To: Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Kamei, Rosemary <Rosemary.Kamei@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Ortiz, Peter <Peter.Ortiz@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>; Doan, Bien <Bien.Doan@sanjoseca.gov>; Candelas, Domingo <Domingo.Candelas@sanjoseca.gov>; Foley, Pam <Pam.Foley@sanjoseca.gov>; Batra, Arjun <arjun.batra@sanjoseca.gov>; Taber, Toni <toni.taber@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Gomez, David <David.Gomez@sanjoseca.gov>; Fruen, Joseph <Joseph.Fruen@sanjoseca.gov>; Arreola, Kiara <Kiara.Arreola@sanjoseca.gov>; Nguyen, Lam <Lam.Nguyen@sanjoseca.gov>; Moreno, Brisa <Brisa.Moreno@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>; Fleming, Jonathan <Jonathan.Fleming@sanjoseca.gov>; Adera, Teddy <Teddy.Adera@sanjoseca.gov>; Hughes, Scott <scott.hughes@sanjoseca.gov>; Mossing, Mackenzie <Mackenzie.Mossing@sanjoseca.gov>

Cc: Maciel, Zulma <zulma.maciel@sanjoseca.gov>

Subject: Item 3.5 - Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the Council Policy to Add Equity Values and Standards Policy

[External Email]

Item 3.5 - Amendment to Chapter 2.04 of Title 2 of the San José Municipal Code for the Office of Racial and Social Equity and Amendment to the Council Policy to Add Equity Values and Standards Policy

Dear Mayor Mayan, Vice Mayor Kamel, and Members of the Council,

We wish to express our sincere gratitude and commendation for the tireless work performed by the Office of Racial Equity/ORE.

Following the historic voter approval of Measure I in 2022, the ORE has been instrumental in spearheading the development of the Equity Values and Standards Policy. This policy, rooted in a year-long, comprehensive engagement process with city staff and the community, exemplifies a committed effort to transform our city into a beacon of racial and social equity.

The establishment of the Office of Racial and Social Equity as formalized in the ordinance and the subsequent enhancement of equity values across city departments underscore a significant milestone in our collective journey. These steps not only fulfill the mandate of Measure I but also reinforce San José's dedication to creating an environment where every resident can thrive without the burden of racial and social disparities.

Thank you to each staff member involved for their dedication and for embodying the spirit of community and fairness that San José strives to represent.

Warm Gratitude,

Isela Reyes, Ellina Yin, Kyra Kazantzis, Matt King, and Bob Brownstein

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FW: Item 3.5 Alternative Response and Violence Prevention

City Clerk <city.clerk@sanjoseca.gov>

Tue 5/14/2024 10:56 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

📎 2 attachments (130 KB)

Outlook-PROGRESS P; 05.14.24 Public Comment Agenda Item 3.5 .pdf;

From: Ofisa Pati [REDACTED]
Sent: Tuesday, May 14, 2024 10:43 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Subject: Item 3.5 Alternative Response and Violence Prevention

[External Email]

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Dear Clerk of the Council,

Please accept the attached letter of support, submitted on behalf of Asian Americans for Community Involvement (AACI), regarding Item 3.5 on San Jose City Council's Agenda for May 14th, 2024 Council meeting. Thank you, and please feel free to reach out with any questions.

Best Regards,

Ofisa Pati (he/him)
Advocacy Coordinator

AACI
2400 Moorpark Avenue, Suite 300
San Jose, CA 95128
[REDACTED]

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Moorpark Office
Gordon N. Chan Community Services Center
2400 Moorpark Ave. Suite #300
San Jose, CA 95128

May 14, 2024

Mayor Matt Mahan and
Members of the San Jose City Council
200 East Santa Clara Street
San Jose, CA 95113

Subject: Item 3.5 Alternative Response and Violence Prevention

Dear Mayor Mahan, Vice Mayor Kamei, and Members of the City Council,

On behalf of Asian Americans for Community Involvement (AACI), I am writing to urge you to support community safety and expand the Trusted Response Urgent Support Team (TRUST) program. City Council must follow through on their commitments to invest more in alternative response and violence prevention. Those commitments aren't reflected in this draft budget.

Similar to the TRUST program, AACI's behavioral health services offer linguistically and culturally sensitive services that address clients' individual needs. Our trauma-informed, client-centered, community-based approach includes individual, group, and family counseling from birth to older adults at our clinics, in the home, at school, or in the community. As such, we strongly agree that mental health crises in our communities demand a response from trained mental health professionals. We also support the development of additional programs that either expand this model or build upon it to better serve our community's changing needs. We urge the Council to invest in funding another TRUST unit to address the community needs. We must continue to meet patients where they are; seeing that TRUST units have successfully provided mental health support in vulnerable counties, expanding the TRUST program would result in a better response to a mental health crisis in our community.

AACI is committed to ensuring that people dealing with mental health emergencies have full access to supportive services; for these reasons, we urge the Council to utilize a portion of this year's budget to invest in community safety and create more alternative responses and violence prevention.

Sincerely,

Vaughn Villaverde, MPH
Director of Advocacy
AACI