

FW: Item 2.8, Consent Calendar, City Council Meeting 2023.11.14

City Clerk <city.clerk@sanjoseca.gov>

Wed 11/8/2023 11:30 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (593 KB)

Letter to SJ City Council from Bill Wilson Center 2023.11.08.pdf;

From: Josh Selo [REDACTED]

Sent: Wednesday, November 08, 2023 11:02 AM

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

Subject: Item 2.8, Consent Calendar, City Council Meeting 2023.11.14

[External Email]

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Good morning. I hope this email finds you well.

Please accept the attached letter referencing item 2.8 on the consent calendar for the upcoming City Council Meeting on November 14, 2023.

Thank you,

Josh

Josh Selo
Chief Executive Officer
(he/him)

[REDACTED]



[Article: Why I Put Pronouns in My Email Signature](#)

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November 8, 2023

Dear Mayor Mahan and San Jose City Council,

As a member of the local non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our neighbors experiencing homelessness. As I came to realize during the pandemic, we are lucky to have such a strong and robust safety net ecosystem in San Jose, and HomeFirst is a critical part of the support system for folks experiencing homelessness.

HomeFirst has a long track record of successful program and service delivery, and their expertise is needed now, more than ever, as we face the biggest housing crisis in our city's history.

In the interest of San Jose and the needs of folks experiencing homelessness in our city, I urge you to work with HomeFirst, engage with them over your concerns, and work closely to chart a mutually agreed upon path forward. Having worked with and alongside their leadership team, I am certain that they will answer your questions and be responsive to your feedback.

Thank you for your time, and consideration.

Sincerely,


Josh Selo

CEO

Bill Wilson Center

FW: HomeFirst letter of support

City Clerk <city.clerk@sanjoseca.gov>

Wed 11/8/2023 11:30 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (53 KB)

SJFC letter of support for HomeFirst.pdf;

From: David Cox <[REDACTED]>
Sent: Wednesday, November 08, 2023 11:07 AM
To: City Clerk <city.clerk@sanjoseca.gov>
Cc: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>
Subject: HomeFirst letter of support

[External Email]

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Distinguished Council member and Mayor Mahan,

Please find attached our letter of support for HomeFirst.

Best,

David

--

David Cox
Executive Director



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November 7, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of Santa Clara County's non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support ecosystem is that they are the only organization focused on the most difficult cases within the city's unhoused population.

San Jose's unhoused crisis would immediately grow exponentially, if not for the good work of HomeFirst. Their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our community's history. Their impact as a venerable provider extends to all regions of the county and our agency has proudly worked with them for many years.

I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

Thank you for your time and consideration.

Sincerely,


David Cox
Executive Director

FW: Letter of support for HomeFirst from Catholic Charities

City Clerk <city.clerk@sanjoseca.gov>

Wed 11/8/2023 2:49 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (699 KB)

Letter of support for HomeFirst.pdf;

From: Gregory Kepferle <[REDACTED]>

Sent: Wednesday, November 8, 2023 2:45 PM

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

Cc: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; Torres, Omar <Omar.Torres@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District1 <district1@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>

Subject: Letter of support for HomeFirst from Catholic Charities

[External Email]

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November 7, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support ecosystem is that they are the only organization focused on the most difficult cases within the city's unhoused population.

Without HomeFirst, San Jose's unhoused crisis would immediately grow exponentially, as their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our city's history.

Catholic Charities staff and our clients have had a consistently positive working relationship with HomeFirst staff and leadership.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.


I thank you for your time, and consideration.

Sincerely,

Gregory R. Kepferle, CEO

--

Catholic Charities of Santa Clara County
[REDACTED]



Cutting Poverty -- Changing Lives for Good

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CHIEF EXECUTIVE OFFICER

Gregory R. Kepferle

CHAIRMAN

Most Reverend

Oscar Cantú

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November 7, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support ecosystem is that they are the only organization focused on the most difficult cases within the city's unhoused population.

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Catholic Charities staff and our clients have had a consistently positive working relationship with HomeFirst staff and leadership.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

I thank you for your time, and consideration.

Sincerely,



Gregory R. Kepferle, CEO

FW: Support for Home First

City Clerk <city.clerk@sanjoseca.gov>

Wed 11/8/2023 3:08 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (167 KB)

11-7-23 HomeFirst Letter.pdf;

From: Ewell Sterner [REDACTED]

Sent: Wednesday, November 8, 2023 2:51 PM

To: City Clerk <city.clerk@sanjoseca.gov>; Andrea Urton [REDACTED]

Cc: Mahan, Matt <Matt.Mahan@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>

Subject: Support for Home First

[External Email]

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November 7, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's non-profit community, I am writing this letter in support of HomeFirst. For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support eco-system is that they are the only organization focused on the most difficult cases within the city's unhoused population. Without HomeFirst, San Jose's unhoused crisis would immediately grow exponentially, as their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our city's history. In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

I thank you for your time, and consideration.

Ewell Sterner
CEO & Founder
Hunger at Home



People helping People

Hunger at Home is a non-profit exempt organization

501(c)(3) Tax ID: 47-5462753



November 7, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support eco-system is that they are the only organization focused on the most difficult cases within the city's unhoused population.

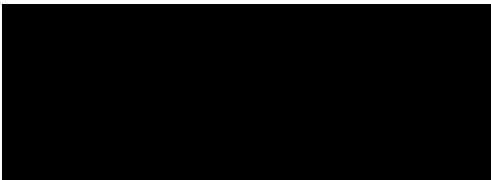
Without HomeFirst, San Jose's unhoused crisis would immediately grow exponentially, as their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our city's history.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them.

Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

I thank you for your time, and consideration.

Sincerely,



FW: Support for HomeFirst Services

City Clerk <city.clerk@sanjoseca.gov>

Thu 11/9/2023 8:06 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (120 KB)

110723 Homefirst CBO ltr.pdf;

From: Alicia Mont <[REDACTED]>

Sent: Wednesday, November 08, 2023 5:17 PM

To: City Clerk <city.clerk@sanjoseca.gov>; The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>

Subject: Support for HomeFirst Services

Importance: High

[External Email]

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Dear Mayor Mahan and San Jose City Council Members,

Please find attached a letter in support of HomeFirst Services on behalf of Erin O'Brien of Community Solutions.

Thank you so much,

Alicia Mont



Alicia Mont
Executive Assistant to Erin O'Brien, LCSW
President and CEO
Community Solutions

Creating Opportunities. Changing Lives.

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November 8, 2023

Dear Mayor Mahan and San Jose City Council:

I am writing to you today as a nonprofit organization that provides human services throughout the greater San Jose area. I am proud that, in the course of our work, we are able to partner with HomeFirst.

HomeFirst is a well-respected organization in our community, dedicated to providing housing, support services, and care to some of the most difficult cases among the city's unhoused population. This dedication has been a hallmark of HomeFirst's work for decades and has improved the lives of countless San Jose residents.

San Jose's unhoused crisis is cause for great concern, and requires unequivocal commitment, collaboration and resources. That is exactly what HomeFirst brings to the table and their record of success in addressing the crisis is an essential factor in the equation to turn the tide for San Jose's unhoused community members.

Entering into a dialogue with HomeFirst and addressing the local concerns is essential for the safety and wellness of the city's most vulnerable members. I know HomeFirst welcomes your collaboration and feedback.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

I appreciate your serious consideration of this matter.

Sincerely,



Erin O'Brien, LCSW
President & CEO
Community Solutions

FW: LifeMoves Letter of Support - HomeFirst

City Clerk <city.clerk@sanjoseca.gov>

Thu 11/9/2023 11:49 AM

To:Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (162 KB)

LifeMoves Letter of Support - HomeFirst.pdf;

From: Maria Nava [REDACTED]

Sent: Thursday, November 09, 2023 11:00 AM

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

Cc: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; District 10 <District10@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>; Aubrey Merriman [REDACTED]

Subject: LifeMoves Letter of Support - HomeFirst

[External Email]

Some people who received this message don't often get email from [REDACTED] [Learn why this is important](#)

Dear Mayor Mahan and San Jose City Council:

On behalf of Aubrey Merriman, LifeMoves CEO, please see our Letter of Support for HomeFirst attached. Should you have any questions please feel free to contact us.

Thank you!

Best,

Maria Nava [she/her] | Executive Assistant, Senior Leadership Team
[REDACTED]

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LifeMoves

[Get Involved!](#)

Please note our new HQ/Administrative office address, effective July 1, 2023:

2550 Great America Way, Suite 201
Santa Clara, CA 95054
650-685-5880



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Laura Green

Ajwang Rading

Carrie O. Plietz

November 9, 2023

Dear Mayor Mahan and San Jose City Council:

As a longstanding member of San Jose's non-profit community, I am writing this letter in support of HomeFirst.

As the region's largest provider of interim housing and support services, LifeMoves is grateful to work alongside HomeFirst on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. LifeMoves considers HomeFirst a key partner and a critical part of San Jose's supportive housing ecosystem.

In the interest of San Jose, particularly in the middle of the biggest unhoused crisis in our city's history, I urge you to work with HomeFirst and dialogue with them. Knowing their leadership team, I am certain they will answer your questions and embrace your feedback.

Thank you for your time and consideration.

With gratitude,

Aubrey Merriman
Chief Executive Officer

Advisory Board

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2550 Great America Way, Suite 201
Santa Clara, CA 95054

650.685.5880
www.lifemoves.org





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Marcia Pade

William "Bill" Regan

Congresswoman
Jackie Speier

CEO

Aubrey Merriman

2550 Great America Way, Suite 201
Santa Clara, CA 95054

650.685.5880
www.lifemoves.org



FW: FSH Letter of Support

City Clerk <city.clerk@sanjoseca.gov>

Thu 11/9/2023 12:53 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (256 KB)

FSH Letter of Support.pdf;

From: Beth Leary [REDACTED]

Sent: Thursday, November 09, 2023 12:43 PM

To: The Office of Mayor Matt Mahan <mayor@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>

Subject: FSH Letter of Support

[External Email]

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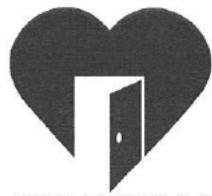
Good afternoon,

Attached please find Family Supportive Housing's letter of support for HomeFirst Services of Santa Clara County.

Thank you.

Beth Leary
Executive Director
Family Supportive Housing, Inc.

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**FAMILY
SUPPORTIVE
HOUSING**

GUIDING FAMILIES FROM
CRISIS TO SELF-SUFFICIENCY

November 7, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support eco-system is that they are the only organization focused on the most difficult cases within the city's unhoused population.

Without HomeFirst, San Jose's unhoused crisis would immediately grow exponentially, as their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our city's history.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

Thank you for your time, and consideration.

Sincerely,

Beth Leary, Executive Director
Family Supportive Housing, Inc.

FW: HomeFirst Letter of support

City Clerk <city.clerk@sanjoseca.gov>

Thu 11/9/2023 12:53 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

📎 1 attachments (101 KB)

HomeFirst FINAL.docx;

From: Bronwyn Hogan <[REDACTED]>
Sent: Thursday, November 09, 2023 11:50 AM
To: Bronwyn Hogan <Bhogan@abode.org>
Subject: HomeFirst Letter of support

[External Email]

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Thank you for the opportunity to provide support to HomeFirst, homeless services provider in San Jose.

Best,

Bronwyn Hogan
Vice President, Community Relations

Abode
40849 Fremont Blvd
Fremont, CA 94538
[REDACTED]



Every day we address our region's housing inequities through every possible lens: from services that meet people where they are on the street, to managing and building the places they'll call home.

www.abode.org

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40849 Fremont Blvd.
Fremont, CA 94538

T: 510.657.7409

abode.org

San Jose City Clerk
Via email

November 9, 2023

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's nonprofit community, and as a provider of homelessness services in the city of San Jose, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support eco-system is that they are the one of on only a few organization focused on the most difficult cases within the city's unhoused population.

Without HomeFirst, San Jose's unhoused crisis would immediately grow exponentially, as their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our city's history.

One less homeless services provider in the region means more suffering for those who are the most vulnerable. It also means that those fewer agencies who continue to provide these services will be taxed and be working under heightened scrutiny. This could eventually create a reluctance to do the work as the mounting tasks become too difficult for one provider alone to accomplish successfully. To successfully lower homelessness in San Jose, the city, nonprofit partners, people experiencing homelessness and other community stakeholders need to work together, not turn on each other when there are challenges.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

I thank you for your time, and consideration.

Sincerely,

Louis Chicoine
Chief Executive Officer
Abode


Sustainable Solutions to Homelessness

FW: Letter of Support

City Clerk <city.clerk@sanjoseca.gov>

Mon 11/13/2023 8:32 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (259 KB)

City of San Jose Letter of Support Nov 2023.pdf;

From: Kelley Cape [REDACTED]**Sent:** Thursday, November 9, 2023 4:33 PM**To:** City Clerk <city.clerk@sanjoseca.gov>**Cc:** 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>**Subject:** Letter of Support

[External Email]

You don't often get email from [REDACTED]. [Learn why this is important](#)

Dear City of San Jose,

Please find the attached PDF, a letter of support from the DEI Council of HomeFirst.

Best Regards,

**Kelley Cape**
DEI DirectorD [REDACTED] M [REDACTED] F [REDACTED]
A [REDACTED]

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[WE ARE HIRING](#) [Join the team today!](#)

November 9, 2023

Dear Mayor and Councilmembers,

As members of the Diversity, Equity, and Inclusion (DEI) Council at HomeFirst, a dedicated assembly of employee advocates committed to advancing our equitable systems and growing since 2017, we are writing to offer support and insight into how we champion our values across the agency.


Foremost, we affirm our dedication to forging an inclusive and safe space for all individuals that embraces the diversity of experiences and individual uniqueness, transcending facets of their background, race, ethnicity, gender, or any other characteristic. Early in our charter, we carved out definitions and beliefs as follows:


- **Diversity:** Diversity means valuing differing points of view that are shaped by our environment, experiences, and identities - including race, gender, orientation, ability, socioeconomic status, and religion. At HomeFirst, diversity strengthens our work, leading to better understanding, empathy, and care for the people we serve.
- **Inclusion:** Inclusion means celebrating the uniqueness of each person. At HomeFirst, we create a sense of belonging for everyone by partnering with our employees and the people we serve—honoring their journey and welcoming them to bring their whole selves to the table.
- **Equity:** Equity provides additional resources and solutions for those who need it. At HomeFirst, equity is about meeting people where they are and embracing each stage of their lives. We prioritize equity by auditing our policies and procedures to eliminate bias and tracking and measuring progress toward our goals.

As a DEI Council, we actively enhance our training programs, internal policies, and communication channels to ensure our commitment both as a collective of advocates and as a supporting coalition to the DEI Strategic plan, is consistently upheld. Notably, this strategy plan we uplift was recently celebrated as a true model for other agencies, as the Commission on Accreditation of Rehabilitation Facilities (CARF) sought our permission to share our successful structure across the country.

Lastly, our Council is proud to be a collective dedicated to holding our growing organization accountable, and our consistent assessment of all our cross-functional systems is integral to shaping our workplace. If you have any concerns or suggestions related to our DEI initiatives, we encourage you to ask. Your input is invaluable as we strive for excellence in fostering a culture of inclusivity.

Sincerely,


Jayson Ramos
DEI Council Co-Chair


René Ramirez
DEI Council Co-Chair

DEI Councilmembers: Dameca Bailey, Gloria Chukwueke, James Scarpace, Kaitlin Carney, Kelley Cape, Kelly Vazquez, Kiyomi Arbuckle, Lori Smith, Nicola Hannington, Sandy Kiss, Sheila Tayama, & Silvia Valdez



@HomeFirstServices



@HomeFirstServices_SCC



@HomeFirstServices




www.homefirstscc.org

FW: San Jose City Council, November 14, item 2.8 HomeFirst

City Clerk <city.clerk@sanjoseca.gov>

Mon 11/13/2023 8:31 AM

To: Agendadesk <Agendadesk@sanjoseca.gov>

 1 attachments (237 KB)

Support Home First San Jose City Council Nov 14 item 2.8.pdf;

From: Don Taylor <[REDACTED]>**Sent:** Thursday, November 9, 2023 8:45 PM**To:** City Clerk <city.clerk@sanjoseca.gov>**Subject:** San Jose City Council, November 14, item 2.8 HomeFirst

[External Email]

You don't often get email from [REDACTED]. [Learn why this is important](#)

To the City Clerk,

Please accept this comment for Nov 14 City Council meeting, item 2.8. Thank you,

**Don Taylor, LCSW** (He/Him/His)*Executive Director, Bay Area Region*

Pacific Clinics

*A Merger of Uplift Family Services and Pacific Clinics*Tel: [REDACTED]
[REDACTED]www.PacificClinics.org - Advancing Behavioral Healthcarewww.MYPCTI.org - Continuing Education and Workforce Development for Behavioral Healthcarewww.HealthNavigation.org - Certification Training for Peers and Paraprofessionals

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November 9, 2023

Re: San Jose City Council meeting, Nove 14, 2023, item 2.8

Dear Mayor Mahan and San Jose City Council:

As a member of San Jose's non-profit community, I am writing this letter in support of HomeFirst.

For decades, HomeFirst has been on the frontlines of San Jose's fight to provide housing, support, and care for our unhoused neighbors. In fact, one of the attributes that makes them such a critical member of the unhoused support eco-system is that they are the only organization focused on the most difficult cases within the city's unhoused population. Without HomeFirst, San Jose's unhoused crisis would immediately grow exponentially, as their expertise and record of success would be impossible to replace, let alone, in the middle of the biggest unhoused crisis in our city's history.

We recognize recent issues have been raised about HomeFirst and it is our sincere hope that the City and HomeFirst are able to engage in a conversation and address them to the satisfaction of both entities. Our experience with HomeFirst as a partner in the county's mobile crisis team (TRUST) has been nothing short of collaborative and positive.

In the interest of San Jose, I urge you to work with HomeFirst, and have dialogue with them. Knowing their leadership team, I am certain that they will answer your questions and embrace your feedback.

I thank you for your time, and consideration.

Sincerely,

Eva M Terrazas, (She, Her, Ella)
Chief Public Policy and Advocacy Officer

Don Taylor (he/him)
Regional Executive Director

FW: Media Blitz from HomeFirst on Tuesday (Corrected Email)

City Clerk <city.clerk@sanjoseca.gov>

Thu 11/16/2023 4:39 PM

To:Agendadesk <Agendadesk@sanjoseca.gov>

From: Elizabeth Steward <[REDACTED]>

Sent: Thursday, November 16, 2023 4:31 PM

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

Subject: Media Blitz from HomeFirst on Tuesday (Corrected Email)

[External Email]

You don't often get email from [REDACTED] [Learn why this is important](#)

Dear Council,

HomeFirst's defense yesterday of their firing 5 black people was completely inadequate.

They had an internal investigation that determined they did no wrong. Of course they did! That is what everyone does. We need an outside agency, chosen by Council (and not HomeFirst), to conduct an investigation of the 5 firings and of their management processes in general.

While they offered to make employee files public and used the employee's not given permission to make their own personnel files public as a way to vindicate HomeFirst, this is invalid because HomeFirst has had ample time to make sure the files match their narrative.

An outside investigator will not only look at HomeFirst's files, but they will be able to verify with the employees whether or not the files presented by HomeFirst have integrity. They will also be able to visit prior years' files and see if they all pass muster.

Please require HomeFirst to have an outside investigation. It is the ONLY way we can be sure that these firings are not what they look like.

If such an investigation absolves HomeFirst, great! But you owe it to your constituents to take the effort to verify the integrity of HomeFirst, given the gravity of the current situation.

Also, their Media Blitz was interesting. As Lori Smith, their Marketing and Communications Director, said she would in her letter to HomeFirst management asking them to appear, the scripts that most of them read from sounded like she had indeed worked them over. They sounded like something written by a marketing person. When a few of them said "I'm here because I want to be here," I thought, "Well done, Lori."

I want Council to demand of HomeFirst:

1. An investigation by an outside agency, chosen by Council, into the firing of the 5 black workers.
2. You (Council) create an Oversight Committee that has enforcement powers over HomeFirst.

Thank you,

Liz Steward

While I'm on Sunnyvale's Housing and Human Services Commission, today I am writing to you as a resident of Sunnyvale and as an advocate for unhoused people and not as a representative of the City of Sunnyvale.