

City Council January 25 Item 3.5 racial equity

Joe V [REDACTED]

Thu 1/20/2022 4:01 PM

To: Foley, Pam <Pam.Foley@sanjoseca.gov>; Carrasco, Magdalena <Magdalena.Carrasco@sanjoseca.gov>; Arenas, Sylvia <sylvia.arenas@sanjoseca.gov>; The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; Jones, Chappie <Chappie.Jones@sanjoseca.gov>; Esparza, Maya <Maya.Esparza@sanjoseca.gov>; Jimenez, Sergio <sergio.jimenez@sanjoseca.gov>; Peralez, Raul <Raul.Peralez@sanjoseca.gov>; City Clerk <city.clerk@sanjoseca.gov>; Cohen, David <David.Cohen@sanjoseca.gov>; Mahan, Matt <Matt.Mahan@sanjoseca.gov>; Liccardo, Sam <sam.liccardo@sanjoseca.gov>; Davis, Dev <dev.davis@sanjoseca.gov>

Cc: Joe V [REDACTED]

[External Email]

[REDACTED]
[important](#)

[External Email]

Dear City Council per memo/a/ ,

When are you going to come up with a definition for the systemic laziness that allows for a definition like this? Honestly, a small child could have done a better job! It's word salad at best!

Definition of Racial Equity

Both a process and an outcome, racial equity is designed to center anti-racism, eliminate systemic racial inequities, and rooted in the acknowledgement of the City of San Jose's historical and existing practices that have led to discrimination and injustices to Black, Indigenous, Latino/a/x, Asian, and Pacific Islander communities.

The racial equity process explicitly prioritizes communities that have been economically deprived and underserved, and establishes a practice for creating psychologically safe spaces for racial groups that have been most negatively impacted by policies and practices. It is action that prioritizes liberation and measurable change, and centers lived experiences of all impacted racial groups.

As an outcome, racial equity is achieved when race can no longer be used to predict life outcomes, and everyone can prosper and thrive.

Do better!

Constituento

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Racial Equity Definition; Item 3.5

Ruth Callahan [REDACTED]

Thu 1/20/2022 4:42 PM

To: City Clerk <city.clerk@sanjoseca.gov>; The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>

[External Email]

[E ternal Email]

I have read this declaration and I see a glaring error in the definition of the segments of the population that are protected by this edict What about GENDER! Women make up 53% of the population in SJC and we have universally been paid lower wages for our work and higher prices for our services. The pink tax is famous but the more blatant low wages, sexual harassments, lack of advancement compared to our male colleagues of all colors and races is certainly worthy of at least a mention. Don't you think? Surely Women of all races need just as much attention to their lack of "thriving" and needs for a "psychology of safe spaces" and a reparations for the disappointment of our lifetime "outcomes". I cant wait to be able to sue all of my SJ employers under our new Equity Definitions for all my back wages that this edict will entitle me too Don't for the Ladies

If I have submitted this to the wrong party please forward to those fine and discerning minds who are balancing and repairing the life of all the women who have been paid less for doing more

Respectfully,
Ruth A Callahan

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Jan 25 agenda: Racial Equity Definition; Item 3.5

Tod <[redacted]>

Fri 1/21/2022 1:23 PM

To: The Office of Mayor Sam Liccardo <[redacted]> Liccardo, Sam
 <[redacted]> Davis, Dev <[redacted]> Jones, Chappie <[redacted]>
 Esparza, Mava <[redacted]> Jimenez, Sergio <[redacted]> Peralez, Raul
 <[redacted]> Carrasco, Magdalena <[redacted]> Arenas, Sylvia
 <[redacted]> Cohen, David <[redacted]> Mahan, Matt <[redacted]>
 Foley, Pam <[redacted]> District1 <[redacted]> District2 <[redacted]> District3
 <[redacted]> District4 <[redacted]> District5 <[redacted]> District 6
 <[redacted]> District7 <[redacted]> District8 <[redacted]>

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Please review the attached letter and add to the letters from the public.

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January 21, 2022

Dear Mayor and City Council,

Equity is already defined as “the quality of being fair and impartial”.

Racial equity (or racial justice) is “the systematic fair treatment of all people, resulting in fair opportunities and outcomes for everyone. Racial equity is not just the absence of discrimination but also the presence of values and systems that ensure fairness and justice”. I believe it key that the definition includes “all people” rather than the proposed narrow and specific “discrimination and injustices to Black, Indigenous, Latino/a/x, Asian, and Pacific Islander communities”. Equity really should know no race and stand alone as a term that applies to any marginalized community.

I do not understand spending time (i.e. money) on *re-defining* racial equity. This time and money could be better spent on developing programs that actually address lingering equity issues (improving schools and/or strengthening neighborhood associations, etc.) or other pressing city issues rather than focusing on a definition. Also, some of the terms that were the consensus of the select community members are offensive. Additionally, I do not foresee the city having any actual monies for reparations any time soon so this seems to be a misleading suggestion. In the spirit of the memorandum, the resolution should be inclusive not divisive.

In closing, as I’ve stated before: *“It can be a difficult step to move forward from a community formed by the fight for equal rights to a larger community for the benefit of ALL”*. We should embrace the progress made and build on it in a positive way.

Thank you,

Tod Williams

Dear Council Members:

RE: Agenda Item Jan 25 agenda: Racial Equity Definition; Item 3.5

After reading the referenced memo (Definition of Racial Equity Date: January 13, 2022, authored by Zulma V. Macie), I have some concerns and items for your consideration.

Summary of Concerns

1. Issues with the definition

In summary, there are numerous concerns with the definition of “racial equity” in the memo.

The memo definition of “racial equity” is

- unclear and in concise
- unmeasurable or subjective outcomes are listed
- it prioritizes one set of residents over other residents
- is not inclusive as specific races/ethnicities/groups are not mentioned (i.e., Jews, Arabs, recent immigrants/refugees, women, young men, etc.)
- focused on outcomes without clearing providing objective metrics (See discussion of equality versus equity below)
- implies that the City of San Jose policies/practices are at fault for inequalities (which could have financial and legal ramifications for the city and the taxpayers)
- focused on unmeasurable items such as “psychologically safe spaces”

2. Issues with obtaining public input

- Only 2 public meetings were held in December to obtain input. This is a month where public input is limited due to holidays.
- Appears to have focused on getting inputs from non-profits and specific groups of residents instead of from the community at large
- Appears to have avoided obtaining opposing or alternate viewpoints
- Uses terms in this memo (and probably during meetings) that would limit alternative or opposing viewpoints from being expressed. Thus, not providing a “psychologically safe” place for all community members

For the above reasons, I believe additional work is necessary to develop a definition. The current definition and the work to obtain it is incomplete and/or flawed.

Additional Thoughts

1. Differences Between Equality and Equity

As Vice President Kamala Harris tweeted before the election “There’s a big difference between equality and equity.”

As noted in the [‘Equity’ Is a Mandate to Discriminate](#) “There is a big difference [between equality and equity]. It’s the difference between equal treatment and equal outcomes.

Equality means equal treatment, unbiased competition and impartially judged outcomes. Equity means equal outcomes, achieved if necessary by unequal treatment, biased competition and preferential judging.”

“Outcome” or “outcomes” is used extensively in the memo – 11 times. It appears to be a main feature of the memo. Is this the main feature, intent, and objective of the Office of Racial Equity to focus on outcomes and justify unequal treatment of residents? Should this be the goal and objective? Is this what the majority of the voters in San Jose would support?

As noted in [Reminder: local voters reject expanded affirmative action policies](#) “County voters rejected Proposition 16, an effort to reinstate affirmative action policies on a broad scale. Even though the San Jose City Council unanimously came out in favor of Prop 16, the voters in ... Santa Clara County rejected their advice 52% to 48%.”

Any system or policy that demands equity versus equality and equal opportunity, needs to be fully vetted and the implications understood. Furthermore, some of the expressed and implied outcomes are not within the control of the City of San Jose. Thus, there may be limited actions that can be taken by the City that will affect the outcomes

3. Changing Conditions – White Males in Trouble?

Changes are occurring in our society. And groups that historical were considered “privileged” may be slipping as demonstrated in these articles [Do Pro-Women Groups on Campus Discriminate Against Men?](#) and [A Generation of Men Give-up On College](#).

As noted in the second article, “The college gender gap cuts across race, geography and economic background. For the most part, white men—once the predominant group on American campuses—no longer hold a statistical edge in enrollment rates, said Mr. Mortenson, of the Pell Institute. ***Enrollment rates for poor and working-class white men are lower than those of young Black, Latino and Asian men from the same economic backgrounds***, according to an analysis of census data by the Pell Institute for the Journal.” (Bold and italics added for emphasis.)

So, services and support for members of this community (young white males) may be necessary.

4. Jews & Arabs Excluded?

We have recently seen anti-Semitism in our country. We have also seen evidence of contempt for the Islamic community. But while “faith-based communities” are mentioned in the Analysis section of the memo, there is no specific reference to these specific groups in the definition. These are groups which some also consider to be racial as well as religious. (see: [DNA links prove Jews are a ‘race,’ says genetics expert](#) and [Are Jews a Race or a Religion?](#))

Summary

Conditions are changing in our communities. We need to be supportive of all community members. And more support may be necessary in some communities than others. And the

communities that need support may change over time. Developing a plan that does not recognize these facts is flawed. A definition that does not recognize these facts is flawed.

Please consider rejecting this definition and memo. Please send this memo back to staff for more community input and to assure that the all communities are considered.

Respectfully submitted,
Sandra A. Delvin, PE



January 25, 2022

San José City Council
San José City Hall
200 E. Santa Clara St.
San José, CA 95113
Sent via electronic mail

Re: Support for Definition of Racial Equity

Dear Mayor Liccardo and Members of the City Council:

I write to you on behalf of the Silicon Valley Council of Nonprofits (SVCN), an alliance of community-based organizations working to support thriving and equitable communities in Santa Clara County. As a co-facilitator of the Race Equity Action Leadership coalition, SVCN would like to commend the staff of the City's Office of Racial Equity (ORE) who actively communicated, met and committed themselves to integrating feedback on the definition of racial equity from our organizational partners. ORE met with our partners several times to carefully explain the process, its thinking and their goals but most importantly, listened to testimony from individuals with lived experience of racism, poverty, and trauma with an open mind.

The definition proposed by ORE is a great first step in our community's racial equity struggle. We recognize that, like most definitions, it reflects a point in time and will most likely evolve and change. We look forward to continuing our role within the City's dialogue on this critical issue.

Regards,



Nick Kuwada, Policy Director

SUPPORT: ITEM 3.5 Definition of Racial Equity.

Carmen B <[REDACTED]>

Tue 1/25/2022 2:12 PM

To: Liccardo, Sam <[REDACTED]> Jones, Chabbie <[REDACTED]> Peralez, Raul
<[REDACTED]> City Clerk <[REDACTED]> Cohen, David <[REDACTED]> Davis,
Dev <[REDACTED]> Carrasco, Magdalena <[REDACTED]> Mahan, Matt
<[REDACTED]> Esparza, Mava <[REDACTED]> Foley, Pam <[REDACTED]>
Jimenez, Seraio <[REDACTED]> Arenas, Sylvia <[REDACTED]> CouncilMeeting
<[REDACTED]>

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Hi Council Members,

My name is Carmen Brammer. I'm a long time resident of San Jose and currently in D8. I'm a member of the Black Leadership Kitchen Cabinet and the REAL Coalition. I support San Jose's adoption of the Office of Racial Equity (ORE) racial equity definition.

The ORE team has worked tirelessly and thoroughly to incorporate community feedback when putting this together for our City. I know, because I was a participant in their outreach! The statements reflect what we in the African Ancestry, Latin , Indigenous and Asian/Asian Pacific Islander are expecting from our governmental institutions as they enact ecosystems of policies, programs and services. It is critical that every resident has equity, a voice and is counted in all decisions.

It is time for San Jose to take the necessary step to walk the talk of ending the racism that is causing inequities in our City! I urge the Council to adopt this definition.

Stay safe and healthy!

Best regards,
Carmen Brammer

[REDACTED]

"Of all the forms of inequality, injustice in health is the most shocking and the most inhuman because it often results in physical death " Dr Martin Luther King, Jr.

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Desk item for item 3.5 city council meeting tonight

Jeffrey Cristina <[REDACTED]>

Tue 1/25/2022 3:30 PM

To: City Clerk <[REDACTED]>

[External Email]

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I've spent 20 years in local business and politics. And one of the biggest lessons I learned is that the clarity of language is tremendously important. We need to work hard so our deals are understood, so our employment contracts are fair, so our laws do what they're supposed to.

Clarity of language is fundamental to the trust that makes the world go round.

So regardless of one's position on this equity definition's politics, one thing is clear: it's a terrible piece of writing. It's vague. It's full of weird buzzwords. It makes outrageous, unproven assumptions. And-- perhaps this is most important--it relies on a hidden accusation of racism to deter any criticism.

In business, this kind of sloppy editorializing would never make it to top management for approval. And yet here we are about to enshrine it in the city code. If you care about honesty in your dealings with our citizens, if you care about excellence in your work product, if you care about accountability in staff work, you really only have one choice:

Send this back to rewrite.

JEFF CRISTINA
[REDACTED]

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Fw: CRT and Wrong Teaching

City Clerk [REDACTED]

Fri 1/28/2022 10:18 AM

To: Agendadesk [REDACTED]
[REDACTED]

How is our service? [Please take our short survey.](#)

From: Peter Soule [REDACTED]

Sent: Friday, January 28, 2022 9:54 AM

To: City Clerk [REDACTED]

Cc: Foley, Pam [REDACTED] Jan Soule [REDACTED]

Subject: CRT and Wrong Teaching

[External Email]

Hello City Clerk:

I would appreciate it very much if you would pass my comments onto everyone in the City Council. If we are all created equal before God and we are all equal before the law (and under our constitution) why are we saying that some are not equal, that some are above others?

Please do all you can to stop these proposed bill/bills before the City Council.

Peter and Jan Soule

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San Jose City Council Agenda item 22 129 "Definition of Racial Equity"

Kevin Keating <[REDACTED]>

Sun 1/30/2022 9:27 PM

To: The Office of Mavor Sam Liccardo <[REDACTED]> Liccardo, Sam
 <[REDACTED]> Davis, Dev <[REDACTED]> Jones, Chappie <[REDACTED]>
 Esparza, Maya <[REDACTED]> Jimenez, Sergio <[REDACTED]> Peralez, Raul
 <[REDACTED]> Carrasco, Magdalena <[REDACTED]> City Clerk
 <[REDACTED]> Arenas, Sylvia <[REDACTED]> Cohen, David <[REDACTED]>
 Mahan, Matt <[REDACTED]> Foley, Pam <[REDACTED]> District1 <[REDACTED]>
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 <[REDACTED]> District 6 <[REDACTED]> District7 <[REDACTED]>

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San Jose Mayor Liccardo
 San Jose City Council Members

I am writing in response to City Council agenda item 22-129 "Definition of Racial Equity", which is scheduled to be on the City Council Agenda on 1 February, 2022.

I have been denied promotions and pay increases in my historical employment because my employer chose to use race as a determining factor in determining my eligibility for certain job positions. No other qualifications were cited. The actions of my employer did not change my attitude towards my life or my future choices. It did, however, cause me to be more resolute in my beliefs that ethnicity is a very poor determining factor for life outcomes.

I come from a multi-ethnic, multi-racial family. I was raised by my parents to view the color of someone's skin as no different than the color of their eyes, or hair. None of those attributes determined the life direction of the individual. Rather, it was the choices we made as individuals that determined our life direction. Martin Luther King, Jr., whose birthday we celebrated just a couple of weeks ago, espoused this very concept as foundational to ending racial division in our nation.

The proposed resolution promotes "creating psychologically safe spaces for racial groups" and in the next paragraph promotes race "no longer be used to predict life outcomes." The dichotomy is glaringly obvious. In the first half of the 20th Century, we saw signs over doors that said "Whites only" and "Colored only." It appears as if this resolution proposes to re-invent the same concept as 'psychologically safe.' How sad.

As long as we continue to promote ethnic and racial background as a qualifier of acceptance to any program, service, or facility, we will never achieve the stated outcome of this resolution. Rather, the way to achieve the stated outcome of the resolution is to stop using ethnicity as a filter. Stop categorizing everyone on the basis of their ethnicity.

If you really want to achieve the stated outcome of the proposed resolution, then I suggest the City of San Jose resolve to stop requesting ethnic and racial background on any applications for admission to City programs or services. Set that liberating example.

In closing, I urge the Mayor and City Council to vote 'No' on the proposed resolution.

Thank you.
Kevin Keating

Thank you.

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Fwd: Psychologically safe spaces for non White people

City Clerk <[redacted]>

Mon 1/31/2022 12:18 PM

To: Agendadesk <[redacted]>

From: Kama Hearn <[redacted]>

Sent: Monday, January 31, 2022 11:12:32 AM

To: The Office of Mayor Sam Liccardo <TheOff[redacted]> Liccardo, Sam

<[redacted]> Davis, Dev <[redacted]> Jones, Chappie
 <[redacted]> Esparza, Maya <[redacted]> Jimenez, Sergio
 <[redacted]> Peralez, Raul <[redacted]> Carrasco, Magdalena
 <[redacted]> City Clerk <[redacted]> Arenas, Sylvia
 <[redacted]> Cohen, David <[redacted]> Mahan, Matt
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 District2 <[redacted]> District3 <[redacted]> District4 <[redacted]>
 District5 <[redacted]> District 6 <[redacted]> District7 <[redacted]>
 District8 <[redacted]> District9 <[redacted]> District 10 <[redacted]>

Subject: Psychologically safe spaces for non-White people

[External Email]

Dear City Council,

Psychologically Safe Spaces for Non-White People is RACISM.

Blacks and Hispanics and Indians are not weak feeble-minded infants needing safe spaces. We need free markets, and we don't need governments who eliminate fathers from homes with their socialistic welfare policies (See below).

In a few years whites will be a minority in California, will they then create safe spaces for whites from brown people?

Remember the greatest causes of Black Plight today has been

1. **Government welfare** that resulted in 72% of all blacks being born in a home with no father. Note that before welfare and at the height of racism in the 1930's thru the 1960's less than 25% of blacks were born in fatherless homes. So, racism did not cause the fatherlessness.
2. **The systemic eradication of blacks.** Over 31% of all African Americans that ever existed have been murdered by **Planned Parenthood** and abortion laws. (Yes, 20M out of 64M see https://abort73.com/abortion/abortion_and_race/) - If your want to stop racism then stop the systematic eradication of blacks by Planned Parenthood. Only 13% of Americans are black but 79% of Planned Parenthoods are within walking distance of black communities. **There are 6 times as many planned parenthoods in black communities as there are in white communities.** If you really want to stop

racism, then ban Planned Parenthood. If not, then what does that tell us about how the Council feels about minorities being targeted for eradication?

3. **No school choice** - condemning minorities to gang infested schools so their literacy rates ensure they can't read or write proficiently.
4. **Minimum wage laws** that ensure minority kids from bad schools can never get a job because they can't read and write enough to be worth \$15 an hour to an employer. So, their effective minimum wage is \$0.

Safe spaces are not going to help any of the above. It's sheer nonsense.

I EXPECT MY VOTED REPRESENTATIVES TO FIGHT AGAINST RASISM IN ALL ITS FORMS.

KAMA HEARN
DISTRICT 10

Sent from my iPad

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FW: IMPORTANT: City Council Vote on Racial Equity & Reparations

City Clerk <[redacted]>

Mon 1/31/2022 1:35 PM

To: Agendadesk <[redacted]>

From: Rose Sullivan <[redacted]>

Sent: Monday, January 31, 2022 1:32 PM

To: The Office of Mayor Sam Liccardo <TheOff[redacted]> Liccardo, Sam

<[redacted]> Davis, Dev <[redacted]> Jones, Chappie

<[redacted]> Esparza, Maya <[redacted]> Jimenez, Sergio

<[redacted]> Peralez, Raul <[redacted]> Carrasco, Magdalena

<[redacted]> City Clerk <[redacted]> Arenas, Sylvia

<[redacted]> Cohen, David <[redacted]> Mahan, Matt

<Matt <[redacted]> Foley, Pam <[redacted]> District1 <[redacted]>

District2 <[redacted]> District3 <[redacted]> District4 <[redacted]>

District5 <[redacted]> District 6 <[redacted]> District7 <[redacted]>

District8 <[redacted]> District9 <[redacted]> District 10 <[redacted]>

Subject: IMPORTANT: City Council Vote on Racial Equity & Reparations

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Dear Mayor and Councilmembers,

I received the below notice and honestly, as a hispanic woman, it is insulting that the government thinks so lowly of the San Jose population. My hispanic father raised five daughters, put them through school, provided braces for each one of them, paid for each of our weddings, set money aside for vacations and blessed each of his grandchildren with an everlasting relationship we'll all remember. My father worked hard in construction and was present in our household; he taught each one of us the benefits of hard work. In turn, we are all hard-workers in our choice of careers. My father did not believe in hand-outs from the government; character and hard work paved the way for each one of us. While you're busy shoving government-reliance on everyone, we'll remember how each one of you spent our hard-working tax dollars on ridiculous policies such as this and that each one of you has a term that will soon expire.

Government-dependence is not the solution; it is a method to remove independence and self-worth. A vote for "racial equity" means you're on the verge of training yet more people to take sides (black v. white, brown v. white, etc.) which will cause racial tension. Further, you are openly discriminating against white people in order to push your Marxist policies through to schools, job sites and businesses. If you haven't done so already, it may be eye-opening to research how to destroy a country based on Marxist views.

"It seems the San Jose City Council is proposing schemes that encourage actual systemic racism under the guise of trying to 'fix' past issues surrounding race. This only causes more division and community strife!"

Kevin McGary, President, Every Black Life Matters

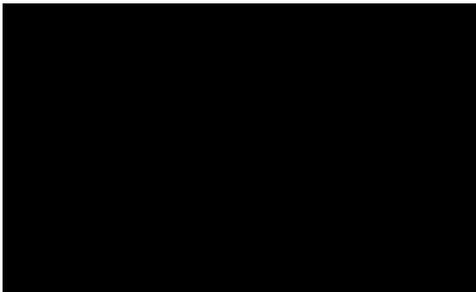
*"On Tuesday, February 1, San Jose City Council will vote on a definition for racial equity which will shape the city's policy for reparations **This will impact future policy and spending that will focus on economically-deprived non-White people. And it will create psychologically safe spaces for non-White people.**"*

The basis for the recommendation is the "historical and continued injustices and trauma to communities of color" in San Jose (Black, Indigenous, Latino/a/ , Asian and Pacific Islander communities)

--

THINK BIG!

Rose Sullivan



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Psychologically safe spaces for non-White people - Council Agenda item

Dale MacGowan <[redacted]>

Mon 1/31/2022 3:59 PM

To: The Office of Mayor Sam Liccardo <[redacted]> Liccardo, Sam <[redacted]> Davis, Dev <[redacted]> Jones, Chappie
 <[redacted]> Esparza, Mava <[redacted]> Jimenez, Sergio <[redacted]> Perez, Raul <[redacted]> Carrasco,
 Maaddalena <[redacted]> City Clerk <[redacted]> Arenas, Sylvia <[redacted]> Cohen, David <[redacted]> Mahan, Matt
 <[redacted]> Foley, Pam <[redacted]> District1 <[redacted]> District2 <[redacted]> District3 <[redacted]> District4
 <[redacted]> District5 <[redacted]> District6 <[redacted]> District7 <[redacted]>

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Please note that I am opposed to the thinking that non-whites need protection. What they need is an even playing field:

1. A chance to get a good education through school choice.
- 2..A chance to be raised with a father in the home. Since "welfare": was created in the 60's, the black family went from 25% fatherlessness in the 30's to now 72% !!
3. Blacks have been eradicated through abortion, where 31% of all abortions are now committed on black babies when they are only 13% of the total population.

Thank you for considering my input as a San Jose resident.

John MacGowan

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City Council Meeting 2/1/22 Agenda Item: Vote on Racial Equity and Reparations

Mary Benson <[REDACTED]>

Mon 1/31/2022 5:50 PM

To: Liccardo, Sam <[REDACTED]> City Clerk <[REDACTED]>

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Dear Mayor Liccardo and Council Members,

Two points related to Agenda your pending vote on Racial Equity and Reparations:

I have known and worked with you, Mayor Liccardo, and past City of San Jose mayors over a period of 25 years. I am disappointed that you would support this proposed action. I expected a more reasoned, intellectually honest approach to the very complex issues within our city.

Have you forgotten about Dr. King's vision for America...that my four little children will be judged by the content of their character; not the color of their skin?

We can do better, Sam.

Respectfully,

V. Mary Benson

- Founder, City of San Jose Clean Slate Program (gang intervention)
- Former Board Member, Valley Medical Center Foundation
- So. Bay Coalition to End Human Trafficking (10 year member)
- Board Advisor, Every Black Life Matters
- Board Member, Informed Parents Silicon Valley
- Former Leader, Friends of Nancy Lane, Community Outreach (Alum Rock - 13 years)
- Founder, Nancy Lane Community United, Neighborhood Action Group (Alum Rock)

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Re: ITEM 3.4 DEFINITION OF RACIAL EQUITY

Michele A. Gutierrez <[REDACTED]>

Tue 2/1/2022 8:54 AM

To: The Office of Mayor Sam Liccardo <[REDACTED]> Liccardo, Sam
<[REDACTED]> Davis, Dev <[REDACTED]> Jones, Chappie <[REDACTED]>
Esparza, Maya <[REDACTED]> Jimenez, Sergio <[REDACTED]> Peralez, Raul
<[REDACTED]> Carrasco, Magdalena <[REDACTED]> City Clerk
<[REDACTED]> Arenas, Sylvia <[REDACTED]> Cohen, David <[REDACTED]>
Mahan, Matt <[REDACTED]> Foley, Pam <[REDACTED]> District1 <[REDACTED]>

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Dear San Jose Representatives,

I want to respectfully submit my opinion on Racial Equity. It is NOT in the best interest of the people of San Jose to define Racial Equity in a way that creates safe spaces for Non White people. Non White people do not need this legislation to be enacted and enforced in San Jose. It will cause great harm to instill this victim mentality in our neighborhoods and the greater Santa Clara County. We must remember how hard Dr. Martin Luther King Jr. fought for people to be judged by the content of their character and NOT the color of their skin.

PLEASE VOTE NO ON THIS NEW DEFINITION OF RACIAL EQUITY.

Respectfully Yours,
Michele A. Gutierrez

[REDACTED]

On Tue, Feb 1, 2022 at 8:52 AM Michele A. Gutierrez <[REDACTED]> wrote:

Dear San Jose,

I want to respectfully submit my opinion on Racial Equity. It is NOT in the best interest of the people of San Jose to define Racial Equity in a way that creates safe spaces for Non White people. Non White people do not need this legislation to be enacted and enforced in San Jose. It will cause great harm to instill this victim mentality in our neighborhoods and the greater Santa Clara County. We must remember how hard Dr. Martin Luther King Jr. fought for people to be judged by the content of their character and NOT the color of their skin.

PLEASE VOTE NO ON THIS NEW DEFINITION OF RACIAL EQUITY.

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[REDACTED]



January 25, 2022

San José City Council
San José City Hall
200 E. Santa Clara St.
San José, CA 95113
Sent via electronic mail

Re: Support for Definition of Racial Equity

Dear Mayor Liccardo and Members of the City Council:

I write to you on behalf of the Silicon Valley Council of Nonprofits (SVCN), an alliance of community-based organizations working to support thriving and equitable communities in Santa Clara County. As a co-facilitator of the Race Equity Action Leadership coalition, SVCN would like to commend the staff of the City's Office of Racial Equity (ORE) who actively communicated, met and committed themselves to integrating feedback on the definition of racial equity from our organizational partners. ORE met with our partners several times to carefully explain the process, its thinking and their goals but most importantly, listened to testimony from individuals with lived experience of racism, poverty, and trauma with an open mind.

The definition proposed by ORE is a great first step in our community's racial equity struggle. We recognize that, like most definitions, it reflects a point in time and will most likely evolve and change. We look forward to continuing our role within the City's dialogue on this critical issue.

Regards,



Nick Kuwada, Policy Director

Agenda Item 3.5

Olivia White Lopez <[REDACTED]>

Tue 2/1/2022 9:47 AM

To: City Clerk <[REDACTED]>

[External Email]

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Dear Council Members,

I'm writing to express my strong support for the definition of racial equity (below) developed by Zulma Maciel's office. As the Director of Diversity, Equity, and Inclusion for POST, I know how vital it is to have a clear and comprehensive definition of racial equity for ensuring clear goal setting and strategic priorities for this work. This statement is effective, operational, and an incredible testament to the work the city of San José is undertaking to ensure that all San Joseans are able to thrive.

With appreciation,
Olivia

Both a process and an outcome, racial equity is designed to center anti-racism, eliminate systemic racial inequities, and acknowledge the historical and existing practices that have led to discrimination and injustices to Black, Indigenous, Latino/a/x, Asian, and Pacific Islander communities.

The racial equity process explicitly prioritizes communities that have been economically deprived and underserved, and establishes a practice for creating psychologically safe spaces for racial groups that have been most negatively impacted by the City's policies and practices. It is action that prioritizes liberation and measurable change, and focuses on lived experiences of all impacted racial groups. It requires the setting of goals and measures to track progress, with the recognition that strategies must be targeted to close the gaps.

As an outcome, racial equity is achieved when race can no longer be used to predict life outcomes, and everyone can prosper and thrive



Olivia White Lopez
Director of Diversity, Equity & Inclusion
Pronoun She/They
Peninsula Open Space Trust



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"Letters from the Public." agenda item number: 22 129 "Definition of Racial Equity"

Chris Cavigioli <[REDACTED]>

Tue 2/1/2022 10:01 AM

To: City Clerk <[REDACTED]>

[External Email]

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Dear City Clerk,
thank you for the opportunity to listen to the voice of the public on this divisive topic. Everyone is entitled to an opinion and here is mine. Let us remember the true definition of the term "non discrimination". By forcing people to categorize skin color, etc they are ADVOCATING to discriminate (e.g. to tell the difference between) various skin colors and races. I know that this is NOT the intention, but this is what actually happens. That is what NON discrimination is supposed to eliminate! (not amplify!). Nobody wants to hurt others, but by forcing such divisive definitions and forcing people to categories people into various buckets this is exactly what is also called DIVIDING. We do NOT want to divide, we want to UNIFY. So why create all this language and narrative to force DIVISION when we truly want to encourage (not force) UNITY?

non-discrimination:

We do not discriminate on the basis of race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

To discriminate:

verb

1. **to recognize a distinction; differentiate.** "babies can discriminate between different facial expressions of emotion"

- Similar:
- differentiate
- distinguish
- draw/recognize a distinction
- tell the difference
- discern a difference
- separate
- tell apart

2. to make an unjust or prejudicial distinction in the treatment of different categories of people, especially on the grounds of race, sex, age, or disability. "existing employment policies discriminate against women"

Thank you very much for listening to the voice of the public. Forcing morality is NOT the function of government.

very best regards,
-chris cavigioli

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Fw: 2/1/2022 Racial Equity city council

City Clerk <[REDACTED]>

Tue 2/1/2022 10:07 AM

To: Agendadesk <[REDACTED]>



From: Paul Soto <[REDACTED]>**Sent:** Tuesday, February 1, 2022 10:05 AM**To:** City Clerk <[REDACTED]>**Subject:** 2/1/2022 Racial Equity city council

[External Email]

Secondly tell me how this has nothing to do with today...

working with your district in crafting a racial equity policy that reflects your districts acceptance that Racist Governmental Policies created Willow Glen&Rose Garden concentrating wealth and consequently economic political power while at the same time creating and benefiting from the Inhumane deplorable marginalized second class neighborhood of Sal Si Puedes.The District you so proudly and vigorously serve was created by Redlined racist policy..created racist immigration policies stirring up fear that both over and under policed East San Jose.Exploited the Bodies of Mexicans to support the Primary Economic Foundation of ALL of San Joses Wealth and Power..Agriculture.

Again Congratulations.You again represent the District 6.The primary beneficiary of the Systematic Calculated Ruthless Inhumane Redlining policies..Racial Discrimination..Marginalization and Criminalization of Mexicans who worked the toiled the land.Endured the poisoning of their Children with pesticides leading to thousands of birth defects.Fought valiantly and Courageously as any other race and endured the greatest amount of casualties per capita on behalf of a country that treated Mexicans and their families like slaves beast of burden existing only to maintain the comforts and privileges of White Society.Mexicans were awarded The most "Medals of Congressional Honor"during WW2 with 38 medals.Yet were refused burial back hete in the states in certain cemeteries because they were Mexican.Even in death White contempt for Mexicans held power segregating cemeteries.We fought for Democracy and Freedom abroad Yet my Mother was shamed and literally beaten physically as a matter of policy for exercising a right enshrined in the US CONSTITUTION and that her ancestors fought and died for in War...Freedom of Speech.

If ALL men are created EQUAL and possess inalienable rights such as Life..Liberty..Pursuit of Happiness???.Then why were Mexicans so savagely and violently treated with contempt hatred and relegated to an impoverished existence??Taught to feel ashamed of Mexican Language as well as BEING Mexican???.what kind of people treat other human beings like Whites in San Jose treated Mexicans??what churches do they worship God and righteously espouse the Virtues of a Jesus Christ who advocated on behalf and was crucified for promoting..

Food for the Hungry

Generosity to the Stranger

Water for the thirsty

Clothing for the naked

Attention to both the Orphans and Widows

Medicine to the sick

And to Love each other as He Loved us

San Jose was filled with Protestant and Catholic Churches..Mormon Churches..What dissonance exist in a mind and soul that would not only treat Mexicans as sub human but create systems to profit from such ruthless indifference to human suffering yet think so piously and righteously of themselves.So much so that Whites actually felt a RIGHT to ALL the natural resources all the devices of civil administration with a 2fold purpose in mind

1.Maintain Power and Control of All resources necessary to the Comforts of Whites and future Generations

2.Continue the campaign of Racist Marginalization.Disenfranchisement.Suspicion.Controlling the educational system to limit the range of thought and ability to rightfully and accurately participate in a Democratic Society.We racism and sophistry chicanery willfully intended have infected our educational system so much so that it is only within the past 20 that revisions have been made to amend and rectify the lies and half truths that have been propagated and codified into law.Examples like Christopher Columbus having his own Holiday celebrating a man who sadistically enslaved peoples for profit and designating humans as property.A commodity to be bought and sold.

2.Junipero Sera who through the system of colonialism enslaved abused tortured psychologically oppressed the Native populations.Decimating them and enslaving them both psychologically as well as physically enhancing his power and influence with both the Vatican and with Spain and maintaining power via The California Missions which he is the Chief Architect of the Suffering and burdensome toil to build them.Stanford University recently removed the Name of this Tyrant from buildings at their Campus as they did not want to be associated in the promotion of a legacy that was predicated on the complete Decimation Extermination and Re Creation of Native History..Philosophy..Spirituality..Ethics..Medicine..Cultural Traditions..Mythologies..Yet Catholicism revers such a man Canonizing him to Sainthood.This Act further demonstrates the attempt to overlay and Sanitize the Viciousness..Cruelty..Inhumanity..of Junipero Sera.

In these 2 example I have highlighted how the Educational System in schools can be best Characterized that part of the Library that has "Story Telling Time"

Text books are filled with lies conjecture half truths and omissions with 1 goal in mind....Keep the populations in Everlasting Ignorance.In so doing Manifest Destiny is maintained and the people are stripped of the most Fundamental Principle of Democracy...

A PROPERLY AND WELL INFORMED CITIZENRY.The fairy tales we are told are on par with the Easter bunny and Santa Claus.The lies demonstrate in themselves the power of the Truth.Truth is so powerful that it can confer upon the Individual as well as the Collective Our Humanity.Individuality..Legacy rooted in accurate appraisal of History.But most of all in Truth we find the most valuable of all Principles..Freedom

.....Paul Soto...

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Fwd: "Letters from the Public." agenda item number: 22 129 "Definition of Racial Equity"

Chris Cavigioli <[REDACTED]>

Tue 2/1/2022 10:37 AM

To Chri Cavigioli <[REDACTED]>

[External Email]

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Dear Honorable Members of the San Jose City Council,

I just sent a letter from the public to the City Clerk for inclusion into the upcoming council meeting. I thank each and every person for the effort, sacrifice, and willingness to improve the life of all our citizens in San Jose and the Bay Area.

I truly honor the intent behind eliminating discrimination in our society, but the approach is what is causing division in society instead of unity in society. Sometimes we try to do one thing, but the result is the opposite. We can all have our opinions and each opinion is valid (e.g. no cancel culture). Here is my opinion based on my observations:

1. Definition and dictation of morality with penal code is not the role of the government. That is the role of God. I accept we come from different faith backgrounds (and that's OK) and the First Amendment of the US Constitution gives every citizen the freedom to worship who and how they wish. That is not dictated nor shall it be.
2. Each faith background defines morality slightly differently, but in my personal experience, I find most lead to same or similar conclusions and acts of love between fellow humans. We can ponder the details, discuss them, have different opinions, but I honestly believe if we all live as we preach, life on this planet will be just fine for everyone.
3. Problems arise when humans attempt to REPLACE our God who gives us moral code & guidance with a "better" human-dictated moral code. God specifically warns us NOT to do that. We will never agree 100%. We shall leave morality to our faith traditions with freedom (and gentle encouragement) to practice what we preach.
4. In the letter to City Clerk below, I explain how we strive for non-discrimination which literally means "do not discriminate". However, by codifying categories of people and forcing people into those definitions is exactly what is called "discrimination". We'd have to decide: "Is this person black or Hispanic or white?" in order to put them into a bucket with that label. Now I'll bet most people are partly one bucket and partly another bucket. I myself am married to a Singaporean woman of various ethnicities and my mom was born & raised in Switzerland, of Swiss and German parents. My dad was born & raised in France, of Italian parents. What bucket do I put my teenager son into????

Conclusion: Let us please kindly cease and desist from trying to regulate and codify the elimination of racism and discrimination by inadvertently amplifying and advocating discrimination and racism in the very act of trying to eliminate it. Let us turn to and TRUST our faith traditions who have that role for every single human being give people the freedom to pursue their teachings (as guaranteed in the US Constitution) without government intervention as proposed in agenda item 22-129.

Thank you for listening to my opinion and I am happy to listen to yours if you take the time to reply to my email. I am here to discuss with love and respect - and even happy to pray together about this for divine guidance!

thanks for listening,
-Chris Cavigioli

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

From: **Chris Cavigioli** <[REDACTED]>
Date: Tue, Feb 1, 2022 at 10:01 AM
Subject: "Letters from the Public." agenda item number: 22-129 "Definition of Racial Equity"
To: <[REDACTED]>

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very best regards,
-chris cavigioli

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