



**MINUTES OF THE CITY COUNCIL  
BUILDING A SHARED UNDERSTANDING OF EQUITY WORK  
IN THE CONTEXT OF CITY GOVERNMENT**

**SAN JOSE, CALIFORNIA**

**FRIDAY, DECEMBER 13, 2019**

The Council of the City of San José convened in Regular Study Session at 1:35 p.m. in the Council Chambers.

Present: Council Members - Esparza, Khamis Davis, Arenas, Peralez, Jones, Carrasco, Foley (1:42); Liccardo, Diep (1:49), Jimenez (2:10); Liccardo.

Absent: Council Members - All Present.

Staff: City Attorney Richard Doyle, City Manager David Sykes, Chief of Staff, Office of the City Manager, Lee Wilcox, Deputy City Manager Angel Rios, Jr., Assistant to the City Manager, Zulma Maciel and Deputy City Clerk Ruth Krantz.

**INTRODUCTION**

Mayor Sam Liccardo and City Manager, David Sykes presented opening comments and greeted the participants in this discussion.

Stephen Pitti, Department of History, Yale University, gave a presentation of Grounding in San José's History.

Leon Andrews, representing Race, Equity, and Leadership (REAL) continued the presentation with a discussion of the role of elected officials.

Julie Nelson, Senior Vice President of Programs Race Forward and Co-Director of GARE (Government Alliance on Race & Equity) continued with "the role of government".

Participants further discussed racial inequity and racial equity, explicit and implicit bias, and individual, institutional and structural racism.

Mayor Sam Liccardo opened the floor for public comment.

**PUBLIC COMMENT:**

Offering personal observations, comments and urging steps towards racial equity, were Fernando Zazueta (Rotary Club of San José), Serena Alvarez, Ramon Martinez (La Raza Historical Society), Robert Aguirre, Paul Soto, Salvador Bustamante (LUNA), Gina Gates, Kathy Chavez Napoli, Shiloh Ballard, Father Jon Pedigo (Catholic Charities), Gil Villagran (La Raza Historical Society), Rita Duarte, Alison Brunner (Law Foundation of Silicon Valley), Liz Gonzalez, Matt Gustafson, Camille Llonas-Fontanilla (Somos Mayfair), Reverend Ray Montgomery (PACT), Jean Dresden, Daniel Montero, Rosa De Leon (Californians for Justice), Jaime Alvarado, Teresa Alvarado, Cayce Hill (Veggielution), and Jennifer Torai (Silicon Valley Council of Nonprofits).

Councilmember Johnny Khamis left the study session at 4:30 p.m.

Council discussion followed, and staff and panelists responded to questions.

City Manager, David Sykes noted a future study session examining the “how” aspect of this discussion, indicating this would go to the Rules and Open Government Committee and return to Council for further discussion with a target date of February 13, 2020.

**ADJOURNMENT**

Mayor Sam Liccardo adjourned the Study Session at 5:13 p.m.

Minutes Recorded, Prepared and Respectfully Submitted by,

***DRAFT***

Toni J. Taber, CMC  
City Clerk

rmk/12-13-19/equity SS