



STAFF REPORT CITY COUNCIL

DATE: November 17, 2020

TO: Honorable Mayor and City Councilmembers

FROM: Linda Smith, City Manager

SUBJECT: Approval of Appointments to the Community Task Force on Equity, Diversity, and Inclusion
Prepared by: John Stefanski, Assistant to the City Manager

EXECUTIVE SUMMARY:

The City Council will consider appointments, recommended by the Mayor, to the Community Task Force on Equity, Diversity, and Inclusion.

STAFF RECOMMENDATION:

Appoint nine members and three alternates to the Community Task Force on Equity, Diversity, and Inclusion, as recommended by the Mayor.

FINANCIAL IMPACT:

The cost to administer the Task Force, including facilitation services, can be accommodated within the Fiscal Year 2020-21 Adopted Budget.

DESCRIPTION:

Background

At its July 9, 2020 Special City Council Meeting, the City Council held a study session to discuss policing and services in the City of Dublin. This study session was the result of the City Council's desire to discuss the national discourse surrounding police brutality and the killing of George Floyd, as well as numerous public comments requesting a City Council discussion and review of policing policies within the City. As a result of this discussion, the City Council established a subcommittee of two members. Councilmembers Josey and Kumagai were selected to further explore and develop the scope and mechanics for a future Community Task Force on Equity, Diversity, and Inclusion (Task Force) on policing policies and procedures.

At its September 1, 2020 meeting, the City Council approved the formation of the Task Force based on recommendations from the subcommittee. The application period for the Task Force began on September 14 and ended on October 14. The application was completely electronic, facilitated on the City's website. Staff publicized the application period through the City's various social media channels, emails, and targeted outreach

to local community groups and business owners. As a result of these efforts, the City received 70 total applications for the Task Force.

The subcommittee reviewed the applications and interviewed 28 applicants via Zoom. Following the interviews, the subcommittee prepared its list of final recommendations to the Mayor. The Mayor reviewed and concurs with the recommendations. Formal appointments to the Task Force are subject to approval by the full City Council.

The Task Force will consist of nine (9) voting members with three (3) alternates. The recommended individuals for appointment to the Task Force include:

Members

1. Matthew Aini
2. Kathy Avanzino
3. Beatriz Ballesteros-Kogan
4. Clifford Brown Jr.
5. Dyrell Foster
6. Isabella Helene David
7. Rameet Kohli
8. Eman Tai
9. Natasha Tripplett

Alternates

1. Martha Orozco
2. Brittany Jacobs
3. Denel McMahan

Members can only miss two meetings during the six-month term of the Task Force without being replaced by an alternate. Alternates will also not be allowed to miss more than two meetings and but will be able to participate in the discussions. Alternates will become members in the order listed in this Staff Report. The objective of the member and alternate model is to ensure that the City Council receives a report and recommendations that is consistent and supported by the nine-member Task Force.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

All applicants received notice and a copy of this Staff Report.

ATTACHMENTS:

1. Community Task Force on Equity, Diversity, and Inclusion Applications


Linda Smith, City Manager 11/12/2020

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3790

Date Submitted: 10/14/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Matthew

Last Name*

Aini

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

I'm interested in serving in the task force for two primary reasons 1)I believe that equity, diversity, and inclusion are very important aspects to optimize in order for suburban cities to be thriving as much as possible in all aspects of city life and governance and 2) I firmly believe that the Dublin can serve as both a beacon for cities across the bay area in terms of making progress towards diversity, equity, and inclusion as well as serve as a blueprint for suburbs across the United States in striving for the same goals this task force is dealing with. Not too long ago our city was named Money Magazine's 7th best place to live in the country, with the progress we can make via reform at the municipal level we can reaffirm and embolden why Dublin is such an amazing place to be at. The mission of Dublin set by the City Council is that the city: "promotes and supports a high quality of life, ensures a safe and secure environment, fosters new opportunities, provides equity across all programs, and champions a culture of diversity and inclusion". I've lived in Dublin all my life, and growing up here I've seen the evolving efforts to improve the city in a way that is as equitable as possible for those that reside or work here, and while there's been turmoil in dealing with problems of inclusion, diversity, and equity elsewhere in the United States, I know that Dublin and more specifically Dubliners have displayed a level of open mindedness for our city to be able to implement and be the blueprint for reform that is being called for in various cities across the United States.

What relevant life or professional experience makes you a good candidate for this Task Force?*

First and foremost I've lived Dublin my whole life, and while I may not be that old I've definitely seen and felt the change and evolution of this city as well as having an immense understanding of this area after having been here so long. I was old enough to vaguely remember my own elementary school(John Green Elementary) being built in my neighborhood, I've seen the Dublin Blvd streetscape completely change from the original scenery of mostly open land plots. What I've also witnessed growing up is an increasingly diverse array of residents overtime as we've built new neighborhoods since the early 2000s. I think that with that as I've gone onto higher grade levels over the years, there has been an increasing mindset to try and limit language and behavior that brings an attack upon our diversity and equity in our community. A big shift where I saw this occur has been during my time in High School. In my freshman year, I think everyone in the class of 2021 distinctly remembers the racially motivated attack on a black female student that happened which had been later inspired a bomb threat against the school with disagreement over how the situation had been handled by school admin. That whole situation has been the most visible case of an inclusivity problem that I've seen in Dublin, but over time I've also seen the tonal shift when talking about diversity and inclusion take a much greater step in a positive direction. The introduction of implementing the Dubiversity programming had commenced and ever since then I've seen the efforts to curtail discrimination of any kind on Dublin campus make a massive improvement. That being said, aside from what I have seen I personally also have witnessed discrimination that I can personally relate to as a Muslim-American. To an extent, while I feel that over the past couple of years in tandem with inclusivity efforts at Dublin High I've seen Islamophobic remarks decrease, for a long time I've seen far too many instances where joking or any comparison of Muslims to terrorists have been made, and to be completely honest even if it has decreased in occurrence that behavior has bothered me. With regards to professional experience, I have been a student organizer as the founder and chapter president of Dublin High's JSA Chapter, a non-partisan national civics organization fighting youth apathy. Furthermore, I've also served on the Dublin Mayor's Council and I currently serve on the DUSD Graduation Requirements Task Force so community involvement is already an incredibly familiar concept to me.

How many hours per month can you dedicate to the participation and work for the Task Force?*

I can dedicate 10-15 hours a month for work on the Task Force.

What, do you believe, are the challenges facing this community with respect to equity?*

I believe that the challenges facing the community with regards to equity are not enormous, but I think that with reform they will certainly make a change for the better in Dublin. I think that a city-wide education program on being mindful others in order to be a more inclusive community will be the most far reaching initiative that this city can undertake. For example, the city council can take time to recognize various cultures via council resolutions or declaring some lesser known cultural holidays a city holiday. Aside from that, I believe that the other key precaution that the city should take as we've seen a lot of racial tensions escalate this past summer is seeing what areas we can reform to make sure that the public trust between the Dublin community and Dublin police continue to stay very strong. The #8Cantwait reforms in particular are something that I've found particularly interesting and as long as we make those reforms overtime and in the process ensure that the conversation being had is very civil, I think that cultural/racial problems in Dublin will stay a minimal issue.

Other comments.*

Thank you to everyone taking the time to consider my application to be a member of this task force.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3781

Date Submitted: 10/14/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Kathy

Last Name*

Avanzino

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

As resident of Dublin since 1983, I am looking at retiring early from a 30+ year career in grantmaking and financing of affordable housing, I would like to contribute where I can in my community. In this past year, I have been actively engaged through my employer, in our DEI Bookclub, Racial Indentity Caucusing Programming, and am a graduate of Crossroad's ABAR / Anti Bias Anti Racism training. I saw this task force as an excellent opportunity to further my understanding and have a hand in how my community actively embraces and delivers on its commitment to equity, diversity and inclusion.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I currently serve on the Board/Local Advisory Committee of Bay Area LISC, a local affiliate of LISC, a national CDFI, that provides financing and resources to low-income and underserved communities, particularly those of people of color. I am a graduate of Inside Dublin, when it was previously known as the Dublin Leadership Academy. I was a mayoral appointee to the City of Dublin Housing Committee 2006-2010.

How many hours per month can you dedicate to the participation and work for the Task Force?*

10+

What, do you believe, are the challenges facing this community with respect to equity?*

As with many bay area communities, affordable housing is one of the key components to provide stability to many low & moderate income households and families. Money has and always will be the driver or the barrier to wealth building, whether through homeownership opportunities, educational opportunities, financial literacy, and equal and equitable opportunities in the workplace, as well as support for small business development. In addition, as a white female, one of privilege, I have never faced the challenges with law enforcement that people of color have experienced, but as part of my role on this task force, I'd hope that we can work to make certain there is always equitable treatment for all of our citizens.

Other comments.*

Currently a member of EBHO (East Bay Housing Organizations) and the Tri-Valley Antipoverty Collaborative.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3785

Date Submitted: 10/14/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Beatriz

Last Name*

Ballesteros-Kogan

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

California

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

I can say with pride that I have been a resident of the beautiful city of Dublin for almost a decade. I was very happy to see that Dublin is creating a New Community Task Force on Equity, Diversity, and Inclusion. I am interested in serving on this Task Force because I value living in a community in which all individuals feel welcome and feel that their voices are heard. I feel very fortunate to have neighbors from diverse backgrounds. I think that diversity brings richness to a community. I think that it is imperative for a city to hold values that foster inclusiveness. I would feel honored to serve in this Task Force and help develop recommendations for training, policies and public engagement that highlight the beautiful diversity of our city and that help in all feeling welcome and heard.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I am a social worker and in my line of work I constantly strive to listen to the needs of those that are most vulnerable and advocate so their voices are heard. I pride myself in treating all with respect and dignity and appreciate helping and serving people from all walks of life. I am someone who views all forms of diversity as something that enriches the community that we live in. As a daughter of parents who immigrated from Mexico, I am able to shed light on the challenges that many face when they do not feel fully welcome.

How many hours per month can you dedicate to the participation and work for the Task Force?*

I am able to dedicate 6 hours per month to the participation and work for the Task Force.

What, do you believe, are the challenges facing this community with respect to equity?*

I think a challenge that is being faced by the community is at times lacking a better understanding of diverse cultural traditions and celebrations. I think that we can also work on assuring that members of the LGBTQ community feel that they are heard and respected. An additional challenge is lacking information, provided by the city, that is translated in the diverse languages that are spoken in our community.

Other comments.*

I greatly appreciate your time in reviewing my application. It would be a great honor to serve in this Task Force.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3783

Date Submitted: 10/14/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Last Name*

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

State*

Zip*

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

As a nearly 30 year resident of Dublin I have seen allot of positive change take place in Dublin. However, I feel its important , and my responsibility, to continue to work towards a Dublin that is inclusive and bias free. Serving on this task force would help me pursue that goal for a city I love.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I come from a family of people who have worked to change what was not right in our society & community. Like most Black people my age I experienced Housing & employment discrimination in the 60s. In the 70s I worked with LAPD Lt Homer Broom on strategies to work WITH Black youth to improve relationships between LAPD and the community. I relocated to the Bay area and have used my broadcasting career to both learn what communities in the Bay Area were feeling and create dialogues to come up with viable solutions (KBLX & KCSM). When I first moved to Dublin in the early 1990s I would routinely get stopped late at night on my way home from work. I'm very pleased to say that has stopped, however I understand how important it is for our police to have an understanding of everyone they serve. As an educator at Cal State East Bay, San Francisco State and now Santa Clara University, I have had the opportunity to teach and learn from people of all ages, ethnicities and backgrounds. I currently serve on a Diversity Task Force for the Calif Jazz Conservatory (where I am on the Board of Directors). I also serve as Regional Director of San Francisco Bay Area for Legal Shield, a direct sales company dedicated to providing equal access to the justice system. I am a member of the Diablo Valley Black Mens Group which provides scholarships to youth, has a community education program and works to enhance life in the Tri-Valley.

How many hours per month can you dedicate to the participation and work for the Task Force?*

15-20

What, do you believe, are the challenges facing this community with respect to equity?*

Partisanship & Unconscious Bias are the biggest challenges our community faces.

Other comments.*

The issues in Dublin are often more subtle than in other cities, yet need to be addressed for us to continue to improve as a city and as citizens. I believe in identifying issues, then finding workable solutions with accountability. I would be honored to serve my city.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3771

Date Submitted: 10/13/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Dyrell

Last Name*

Foster

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Livermore

State*

CA

Zip*

94550

Work Address (if not a Dublin Resident)

City

Dublin

State

CA

Zip

94568

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

As a bi-racial male of color (Korean/Black), I have been passionate about issues related to equity, diversity, and inclusion as far back as I can remember. Not only am I passionate about this work in my personal life (I serve as a Board Member for the A2MEND organization) which focuses on empowering black males in education, particularly in community colleges; I am engaged in this professionally. From my personal (and professional) experiences, I believe that I have a lot to offer/contribute to helping the Task Force develop recommendations for the City Council to effectively address issues/concerns related to equity, diversity, and inclusion for our community.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I've been a community college administrator for the past 20 years. As part of my work, I've been a part of developing student equity plans for various community colleges. As the President of Las Positas College, I'm chairing a President's Task Force charged with developing a Call of Action for our college, which includes intentional efforts to address long standing issues of equity, diversity and inclusion. I would share those efforts, along with other personal and professional experiences, that would positively contribute to helping this Task Force meet its charge.

How many hours per month can you dedicate to the participation and work for the Task Force?*

I am able to dedicate 10-12 hours a month to support the work of the Task Force.

What, do you believe, are the challenges facing this community with respect to equity?*

I am new to the Tri-Valley, as my family (my wife, daughter -8, son -6, and I) recently moved to Livermore at the end of August from Orange County. With respect to equity, it would be important to disaggregate key data by demographics to truly understand what the challenges are, in regards to educational attainment, home ownership, unemployment rate, median household income, etc. and build strategies and make informed decisions based on the data. I think it would also be important to hear from the residents in the community regarding the challenges that they see with respect to equity.

Other comments.*

I applaud the City Council for taking the initiative to establish this very important Task Force. As the President of Las Positas College, I work (and live) in Livermore; however, the Chabot-Las Positas Community College District is my employer, which is located in Dublin. If I were to be selected to serve on this Task Force, I would be representing my employer, the Chabot-Las Positas Community College District. Thank you for your consideration.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3762

Date Submitted: 10/12/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Isabella Helene

Last Name*

David

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

California

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

For nearly my entire life, I have lived in Dublin. I grew up here. I deeply care for my community and wish to step up and advocate for my fellow residents. As an Asian American, I feel a responsibility to apply as Asians make up 45% of Dublin's population. As a Filipino American, I felt a responsibility to apply as Filipinos make up the 2nd largest immigrant population and the largest Asian population in California. I want to get involved in any way that I can to help Dublin become more inclusive and equitable. I want to learn more about what can be done to make positive change. Most of the work I have done so far to help has been through the Dublin Inclusion Project. If my skills and perspectives would be valuable to the task force, then I would be more than happy to provide them.

What relevant life or professional experience makes you a good candidate for this Task Force?*

Life experience: I am a bisexual, genderfluid, female, Filipino child of immigrants who has experienced clinically diagnosed depression and has ADHD. My parents lived in poverty in the Philippines. They were brought here as children to seek a better life. Both of my parents grew up as immigrants in the United States, and my father is a veteran of the U.S Army. Because my intersectional identity and familial ties represent many different marginalized communities, I can relate to and understand a vast spectrum of Dublin's demographic. I understand how race relations, immigrant experience, mental health issues, and other aspects of identity can affect both the personal and systemic aspects of Dublin residents' daily lives. My personal experiences have granted me with the empathy and openness needed to learn more about what others go through. Professional experience: Working as a Standardized Patient at Stanford University, I collaborated with medical professionals, professors, students, and exam proctors in order to lead constructive learning exercises that teach empathy to Stanford's future and existing doctors. These learning exercises are meant to teach doctors how to respectfully and effectively navigate difficult interactions with patients reflecting a diverse population: how to help victims of domestic abuse, how to talk through an interpreter while still making the patient feel seen, how to handle a minor with an STD that her mother doesn't know about, etc. From my work as a teacher for EDCC at Amador Elementary School, I have seen firsthand how children in Dublin benefit from seeing media, teachers, and learning curriculum that represent their background and identity. I have also seen how lack of diversity in media, teachers, and learning curriculum can lead to bullying and lack of self confidence in children. From my job as a sales associate at Fitness 19 Dublin, I regularly interacted with members who were elderly or disabled who would benefit greatly from more resources of accessibility in Dublin. There are also many gym members who do not speak English well, and need to bring their children to all of their appointments just to translate for them. I have been part of The Dublin Inclusion Project since the organization was created. I am part of its Social Media Committee and I am the Committee Leader for the Book Club & Educational Resources Committee. Every job I've had has shown me how important it is for people to feel seen, safe, and advocated for. My work experience has amalgamated in me a combination of skills in leadership, collaboration, and empathy that will benefit the task force.

How many hours per month can you dedicate to the participation and work for the Task Force?*

As much as needed. My schedule is currently very flexible and will stay that way throughout the term of the task force.

What, do you believe, are the challenges facing this community with respect to equity?*

Areas of equity I believe Dublin can improve on: Policing (especially in its past treatment of people with disabilities: e.g. Jin v. Alameda County,) better mental health resources in schools, more resources for those who don't speak English, resources for newly immigrated students/residents to better adjust to Dublin, city events that celebrate diversity, more diversity/inclusion in school curriculum and staff, better resources for members of the LGBT+ community in schools (gender neutral bathrooms, policies that prevent deadnaming/misgendering, more inclusive sexual education, etc)

Other comments.*

I am thrilled that this task force has been created. I hope that the continuous push to advocate for Dublin residents of all backgrounds will instill an even stronger sense of unity in our city.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3775

Date Submitted: 10/14/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Rameet

Last Name*

Kohli

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

Throughout my life and career, I have been an advocate for equity, diversity, and inclusion in the communities I have lived in, the workplaces I have occupied, and the schools I have attended. I want to bring my experience and passion in this issue to help continue to make Dublin a great, safe and inclusive place to work and live.

What relevant life or professional experience makes you a good candidate for this Task Force?*

Throughout my life and career I have lived and worked in diverse communities and workplaces across our country. I have worked in the public sector, including for the US House of Representatives and the Dublin Planning Commission, where I have focused on issues of equity, diversity and inclusion that impact our city and country as a whole (e.g. fair housing practices, equal rights for Native American, assistance for minority-owned small businesses, etc.). I have spent time in the international development arena working for the US Agency for International Development and FHI360 where I focused my efforts on improving human rights for vulnerable populations around the globe. I am also a Board Member for Dublin Partners In Education where we are working hard to ensure Dublin's students are learning in a diverse and inclusive environment, and receive equal access and treatment no matter which school they attend and which part of Dublin they live in. And finally, as a small business owner myself, I have made equity, diversity and inclusion a core practice and principle in my company.

How many hours per month can you dedicate to the participation and work for the Task Force?*

25-50 hours a month

What, do you believe, are the challenges facing this community with respect to equity?*

The demographics of Dublin have drastically changed over the last decade. However that change has not spread geographically equally across our City which has resulted in a build up of tension over the years and created a sense of "division" between the eastern and western parts of Dublin. I think the current climate in our country has also further enflamed this tension and division. I believe that people in Dublin tend to stay on "their side" of the City and there is a lack of communication and socialization which has been further exacerbated by the Covid pandemic. But I don't think all is lost. I do believe that with some effort and commitment we can reduce these growing tensions and do away with imaginary boundaries of east and west, bringing a feeling of equity and inclusiveness across Dublin.

Other comments.*

This is an issue that is near and dear to my heart. We are living in a time in our country where the idea of unity is crumbling under the weight of division. Misinformation is running rampant and, rather than seeking the truth, people are surrounding themselves with sycophants to give themselves a false sense of safety and security. But we can beat back this shadow of fear and hate that is slowly enveloping our nation and this effort starts at the local community level. I want to be a part of the movement that helps make equity, diversity and inclusion once again the core values that we all stand by and believe in.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3769

Date Submitted: 10/13/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Eman

Last Name*

Tai

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

I am a Muslim woman who wears a scarf as part of my spiritual observance. As such, I often find that I am being judged by the superficial rather than the internal. Working towards building an inclusive, diverse community helps everyone learn to cherish and respect one another differences. Dublin has always been a warm welcoming place for me and my family. I'd like to see if continue to remain this way at this time of growth in our city.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I am a Bay Area native who moved to Dublin 8 years ago. I am the proud mom of two boys 9 and 12 years old. I am a nonprofit compliance attorney. The nonprofits I work with are focused on civil rights, civic engagement, immigration and justice system reform as well as equity in education. Working on this task force I'd be able to utilize my professional experience to better my community.

How many hours per month can you dedicate to the participation and work for the Task Force?*

10

What, do you believe, are the challenges facing this community with respect to equity?*

There are a lot of misconceptions about the collection of information about race, gender and other protected classes. There seems to be an idea that by taking these into account we are lowering the standards for some groups rather than simply assuring that they are given adequate access to opportunities and that those with authority do not use that authority to adversely affect certain groups while overly accommodating others. These misunderstandings of the purpose of equity and diversity policies/legislation creates hysterical responses from the general public. Educating people about the purpose of the task force, the necessity of addressing these issues and creating policies that give everyone a seat at the table are all important challenges we face.

Other comments.*

I am passionate about diversity and inclusion and I love Dublin. I can't wait to get started!

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3786

Date Submitted: 10/14/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Natasha

Last Name*

Tripplett

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

As a woman who has frequently been in spaces as a "bridge" person, connecting people across many different lines, I am interested in working on issues that can bring our city together. Our nation, state and community are so divided. There are deep hurts among our community and I want to be a part of the solution that can help us grow together as we celebrate and learn from our respective cultures. My family moved to Dublin 8 years ago from Indiana. We were drawn to this particular Bay Area city because of the diversity and the opportunity for our children to grow up alongside children who were different from them. This is a value for us. Our family is multiethnic, celebrating Black, Jewish, Jamaican and Dutch cultures. It is not an option to accept division. Dublin has so much to offer and I would like to see the value of diversity be intentionally showcased in our community. My hope is that Dublin can be a model city for other communities to emulate.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I have worked on behalf of equity and inclusion my entire life. I was adopted as a baby into a white, Dutch home. I was frequently in spaces as the only person of color. This propelled me on a lifelong journey of learning about different cultures. I was fascinated. In high school, I started a multicultural club where we got together and talked about ways we could uplift marginalized groups of people. In college, I intentionally lived in a multicultural dorm, grouped with people from all walks of life in the US and internationally. My graduate degree is in Social Work. With that degree, I practiced as an adoption social worker, bringing together families from different backgrounds. I taught cultural sensitivity classes for prospective adoptive parents. Currently, I am one of the co-founders and co-coordinators of a professional writer's group called Tapestry of Voices. We are part of the San Francisco North and East Bay Area region of the Society of Children's Book Writers and Illustrators (SCBWI) - an international organization. Tapestry of Voices is an initiative that seeks to celebrate all voices and looks for ways to uplift and support underrepresented creators of children's literature. I am also a children's book writer who focuses on telling stories that highlight diverse perspectives.

How many hours per month can you dedicate to the participation and work for the Task Force?*

I can dedicate 10-15 hours a month to the task force.

What, do you believe, are the challenges facing this community with respect to equity?*

One of the biggest challenges for our community is overcoming the fear of saying or doing the wrong thing. I think that the people in Dublin have the heart for equity and inclusion, but don't know how to embrace action. No one wants people to feel marginalized. Dublin needs to be more intentional with how we celebrate the rich community of people we have living here. We need to harness the spirit of "togetherness" and develop a plan that embraces all of our citizens. Many of the minorities here have felt overlooked and not included in the images that Dublin showcases. We have a great opportunity to change that, change the reputation of Dublin (as a racist community), and showcase the beauty of who we really are, what we stand for, and what we have to offer.

Other comments.*

I am really encouraged that Dublin is taking the issues of diversity, equity and inclusion seriously. Our city is not perfect and we will never please everyone, but actively taking steps forward, to set our vision on a more inclusive community, is a HUGE step. I want to thank our leaders for making this a priority. Just as silence is a statement, so is the active pursuit of a more equitable and inclusive community.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3737

Date Submitted: 10/7/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Martha

Last Name*

Orozco

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

I believe that prioritizing diversity, equity and inclusion creates an environment that respects and values individual difference. In addition, it minimizes bias, which can create disadvantage for certain individuals. Being part of the task force allows me to ensure my participation with a collaborative team to ensure a more inclusive environment for my children and others in the community.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I grew up in Dublin. I have experienced life of a Dublin Unified schools Student from K-11th grade. During my student years in Dublin, I have felt like my differences were not welcomed in a community I wanted to be a part of. Now as a parent Dublin of two students, I do not want my children or any other persons child to feel like they don't belong. In addition, my professional experience as a research coordinator for a nonprofit allows me to understand diverse groups and talk about issues addressing equity and inclusion.

How many hours per month can you dedicate to the participation and work for the Task Force?*

20 hours

What, do you believe, are the challenges facing this community with respect to equity?*

Full participation of some groups need to be addressed by confronting barriers they are facing, whether its cultural difference or language barriers. we need to addressing the root causes outcome disparities our community faces.

Other comments.*

It's important for any individual or group of Dublin residents to feel welcomed, respected, supported, and valued to fully participate in activities taking place in the city. Ensuring that we treat each person as unique, and recognizing their individual differences allows the community as a whole to celebrate the rich dimensions of each person's individuality which make our city a great place to live.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

Print

Community Task Force on Equity, Diversity, and Inclusion - Submission #3725

Date Submitted: 10/5/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Brittany

Last Name*

Jacobs

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

I feel passionately about building a strong, diverse community and I see so much opportunity in Dublin to be that. But we're not going to get there without strong local leadership. I'm involved in local advocacy and organizing and would like to be able to leverage that into deeper conversations and concrete action.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I'm a white woman who has had to learn as an adult about systemic racism. I work in my day job to dismantle systemic racism in K-12 public schools nationwide and I very much want to work locally. Much of my family growing up were police officers in Alameda County and so I have a lifelong experience with them. I also realize now as an adult how much the "us vs them" mentality infiltrates police departments. Finally, as a consultant, my job often includes facilitating adults, helping adults adopt new mindsets and skills, and communicating clearly. These skills would serve me well in a task force such as this.

How many hours per month can you dedicate to the participation and work for the Task Force?*

3-4 hours regularly, plus more occasionally

What, do you believe, are the challenges facing this community with respect to equity?*

Misunderstanding and fear driven by isolation from those who are different from us. Segregation and separation are key components of remaining unequal.

Other comments.*

Thank you for moving this task force into action. I'm really hoping to participate.

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov

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Community Task Force on Equity, Diversity, and Inclusion - Submission #3744

Date Submitted: 10/9/2020

Community Task Force on Equity, Diversity, and Inclusion

Members of the Task Force will be selected through an application and interview process by a subcommittee of the City Council. The Mayor will make the final appointments, subject to approval by the full City Council in November 2020. Applicants must live or work in the City of Dublin and be at least 14 years old.

Contact Information

First Name*

Denel

Last Name*

McMahan

Do you work or live in the City of Dublin?*

Live

Work

Home Address*

City*

Dublin

State*

CA

Zip*

94568

Work Address (if not a Dublin Resident)

City

State

Zip

Phone Number*

Email Address*



Please state why you are interested in serving on the Task Force.*

I want to serve on the task force because Social Justice has become my passion over the last 6 months. I think we can take this time to enhance Dublin's diversity and encourage community discussion. I want more POC to be able to feel comfortable having a voice in their local government. I also want to bring a different perspective to the city of Dublin and have an impact during my last year here.

What relevant life or professional experience makes you a good candidate for this Task Force?*

I'm the current Black Student Union President at the High School. I've held livestreams to spread awareness and educate other students. I've been interviewed by different students and organizations, like the Parth and Pratham Show and The Dublin Shield. I've also been interviewed by Rishi Kumar, the Congressional Candidate for District 18 of California. I'm also working with our Video Production to create conscious segments that truly educate and spread awareness to our students.

How many hours per month can you dedicate to the participation and work for the Task Force?*

I can dedicate about 8 hours per week, so about 32 hours per month. Social Justice is something I'm very passionate in, so I'm willing to do whatever I can to do the job to the best of my ability.

What, do you believe, are the challenges facing this community with respect to equity?*

While I believe that Dublin is pretty Equitable, I believe that the POC don't really have an opportunity to raise their voice and contribute to our local government. I also think that we can give the opportunity to our high school students since they are the next generation to vote.

Other comments.*

n/a

Applications must be submitted by 5:00 p.m., Wednesday, October 14, 2020

For more information on this application process, please contact John Stefanski, Assistant to the City Manager, via email at John.Stefanski@dublin.ca.gov