

#	Name	Association with Lafayette	Group(s) Identified With	Stories / Experiences	Suggestions
1	Anonymous	<ul style="list-style-type: none"> Resident 	Caucasian/White, Age 50+	<p>During a recent trip to a local grocery store here in Lafayette, I overheard a conversation by one of the baggers. I was shocked to hear that he had been pulled over 7 times by the Lafayette police near his work. Each time the police officer had no specific reason to pull him over other than "he wasn't driving a car that was typical for Lafayette." None of these traffic stops resulted in a ticket or a warning - for which he was very proud about. He's young and African American, and I might add a very nice & respectable young man who works hard in our community. I'm appalled that he has had this experience.</p>	<p>Although the city has been fortunate in hiring very nice, community-oriented police leadership, the police officers who interact with the public in Lafayette are aggressive and unfriendly. I have had the displeasure of speaking with different officers over the last couple of years who were out on routine calls in the neighborhood, or at a coffee shop, and I have found them to be completely lacking in social skills when interacting with the community. I have found them to be suspicious, overly aggressive, and rude. A recent example - a neighbor recently was pulled over for going a few miles over the speed limit - it's fine to give her a ticket (which he did) but when she asked if he was going to be in the area and offered to bring him back a donut (she was headed to the donut shop) she was accused of trying to bribe him (which she was not, she was just being nice, this was post receiving the ticket) and treated so horribly by the officer that he made her cry! His suspicions were totally unnecessary. This all goes to hiring the right individuals and providing consistent training.</p>
2	Cathy Beier	<ul style="list-style-type: none"> Resident Shop, Eats, or Participate in Recreation Activities 	<p>Disabled: physically or otherwise (please specify in the "Other" field below), Son with autism</p>	<p>My family moved from LA to Lafayette with our son Thomas, now 23yo, eight years ago. Immediately I noticed groups of developmentally disabled adults out and about in the community. Thomas prefers to walk in front of me; walking behind him I always see the moment oncoming pedestrians realize he's not all there, and their response to him. In LA people would scowl and hurry past him. I was astonished, on our very first walk around the Reservoir, to find that people smile at him and even greet him with "Hey bud" or something. We have continued to find this community welcoming, inclusive and good. I do not discount others' negative experiences, but for our family Lafayette is wonderful.</p>	
3	Anonymous	<ul style="list-style-type: none"> Resident 			<p>Nothing. The way this meeting and form is structured it will no doubt conclude that Lafayette is terribly racist and "action" must be taken. It waste of the residents time and money.</p> <p>Regarding policing, crime in our community has only been increasing ; lowering the quality of life greatly. If any changes are made it should be to further increase the police budget and to actively enforce even minor infractions.</p>

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4	Anonymous		Latino/a	<p>While, I have not personally experienced an act of racism in my 1 year living in Lafayette, I have experienced on several occasions neighbors belittling the issue of systemic racism:</p> <ol style="list-style-type: none"> 1. I have had neighbors use quotes around "protests" to suggest that those protesting systemic racism are rioters or fighting for a fake issue. 2. The first comment on the NextDoor post publicizing this form is from a neighbor that criticizes this form because racism is not an issue in Lafayette. While I do agree that this city is comprised of well-educated, affluent individuals, this comment is suppressive. It dissuades POC to share their stories; why share my story if there are individuals that are telling me they don't exist? 	<ol style="list-style-type: none"> 1. Education: Provide education for our children and the general public on how to avoid systemic racism in day-to-day life. Clearly some of our neighbors don't believe it's a problem. 2. Diversify the businesses in Lafayette. Implement the Rooney Rule when evaluating businesses in Lafayette.
5	Anonymous	<ul style="list-style-type: none"> • Resident • Volunteer • Shop, Eats, or Participate in Recreation Activities 		<p>I was a volunteer adult on a youth organization outing and we were hiking on trails. A group of youth behind me began making inappropriate jokes and comments about a particular race in earshot of a boy of the targeted race. These kids were all friends but they knew that the other boy could hear them and the boy just did his best to ignore it. I asked the kids to stop and told them that it was inappropriate talk. I was really hurt that they would treat their friend that way.</p>	<p>We need to train the kids to always stop and speak up when they hear something inappropriate. We need to create a culture where it is not okay to make anyone feel uncomfortable for being who they are. We need to also train the adults to model the desired behavior. See something, say something.</p>
6	Anonymous	<ul style="list-style-type: none"> • Resident • Shop, Eats, or Participate in Recreation Activities 		<p>Lafayette doesn't have a racist problem. They have a classist problem. If your parents don't make a certain amount or didn't inherit a certain amount, you are shunned and so are the parents. That's a known fact.</p>	<p>Can't change how it is. That's just how it is and a known Fact about people in Lafayette from other cities. People think they are all that, especially the women. They went to a good college, got a husband and now their claim to fame is that their husband makes a good salary. What cracks me up is that they think they are better than others, especially other women who WORK for a living.</p>

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7	Emil Delgado Olson	<ul style="list-style-type: none"> Resident Volunteer Shop, Eats, or Participate in Recreation Activities 	For my Native American children	<p>It began when I came to Lafayette from Oakland in 2004. It was time for a quality education for my (then) 5 year old. He would be without a doubt be the only Native American child in school (at least the only one involved with his tribe.) His brother would join the primarily Caucasian Lafayette school system in 2009, followed by his sister in 2017.</p> <p>Never were they 'teased' for being Native American, nor did they have any insecurities about telling peers they were Miwok indian. However, much like what was done to my children's grandparents, the Lafayette school system did white wash them. All three of my children would come home with 'doodles' of Indians and pilgrims holding hands, literature or lessons that were based on lies and stereotypes showing natives as though they were a mascot. The last school year, my daughter came home with a 'Mayflower' calendar and various printouts of 'pilgrim/Indian' theme activities. My family would have to re-educate all three of my children, even in 2020.</p>	<p>-Involve actual tribes...Have some members of local tribes speak to students (happy to help with this)</p> <p>-Teach some native history about local tribes around Thanksgiving instead of collective Indian stereotypes...not all tribes have the same traditions</p> <p>-get rid of Columbus day aka 'teacher prep day' ...indigenous people day has a nice ring to it.</p> <p>-Don't have a non-native teach 'Miwok history in California' or any other native history at your community/garden center...If the center chooses to do so, they should have local natives educate/help and be implemented into the curriculum.</p>
8	Anonymous	<ul style="list-style-type: none"> Resident Shop, Eats, or Participate in Recreation Activities Would like to live in Lafayette Other: Lives with adult son 	Age 50+	<p>A major form of discrimination in Lafayette is the high cost of housing in Lafayette.</p> <p>There is NO affordable housing in Lafayette for low or low-middle income people. I applied to the two affordable housing projects in Lafayette and found my income was too high to meet the level to apply.(my income was below \$55,000. The housing projects in Lafayette are for the LOWEST income level. I am a teacher and there was no way I could afford rental housing in Lafayette. Home ownership was out of the question. Teachers cannot afford to live in Lafayette.</p>	<p>I would suggest that in the two "affordable" housing projects in Lafayette for the elderly, there would be some units set aside for the various levels of lower/moderate income.</p> <p>Rent control should be a must. The Lafayette housing situation is an excellent example of racial and age discrimination based on housing policy.</p> <p>I have walked many areas of Lafayette and noticed a large number of "Black Lives Matter" signs. (I have a photo collection of them. I take photos as I walk the neighborhoods). That is encouraging. However, although individually Lafayette residents may be opposed to discrimination and racism, collectively it is not reflected in the policies and voting records. Lafayette needs affordable rental units!</p>

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9	Anonymous	<ul style="list-style-type: none"> Resident 	Latino/a, Caucasian/White	<p>My dear son.....I have two - we are a biracial family -- I asked my younger son if he has ever experienced any racism...FORTUNATELY...he is widely accepted WITHIN the school community - however one day he was sitting on a bench outside of the Lafayette library with four friends. One brown skinned , three causation.... My son was sitting with the brown skinned friend on one bench and the three other causation friends were on a second bench. Talking....A white woman - middle aged - came up and TOLD my son and this brown skinned friend that they had to leave now, and said NOTHING to the three causation boys. ARE YOU KIDDING ME??!@! So very sad.</p> <p>My son never shared this at our dinner table or in the home because he didn't want drama. I am thankful for the open forum because it is creating curiosity and conversations within families. It caused me to stop and ASK, not just watch and observe. I found out something new and can now practice with my son what he can say in return...politely and owning his rights.</p>	<p>Have more public forums and discussions</p> <p>encourage parents to ask their children questions</p> <p>post</p> <p>call out -- gently -- educate those that are having racist remarks and actions....</p> <p>keep the community together --do NOT cause separation -- create INTEGRATION....</p>
10	Diddo Clark	<ul style="list-style-type: none"> Shop, Eats, or Participate in Recreation Activities Moved Away Other: Grew up in Lafayette 	Caucasian/White, Age 50+	<p>DIVERSITY. I grew up in Lafayette in the 1950s and 1960s. I remember when there was one stoplight in Lafayette - at the corner of Mt. Diablo Blvd. and Moraga Road. I've walked around the Lafayette Reservoir since I was 6 in 1956 - 10 years before it was legal. The only diversity I was aware of in Lafayette when I was growing up was that: some people were Catholic; some people were Protestant; some people were Jewish; I was NOT aware of who was what or what, if any difference, that made. So, from my perspective, growing up in Lafayette in the 1950s and '60s, there was NO diversity.</p>	<p>When I was a child in Lafayette, a black woman came in once a week to clean, take care of children, and do a little cooking. She was intelligent and loving but not well educated (We all loved her.). My parents (the late Louise & Johnson Clark) helped her buy a house of her choice, and then the house next door. She became a church and community leader, a landlord, and a middle class person. Almost a thousand people attended her memorial service less than a decade ago. Home ownership is one of the biggest divides between privileged white people and impoverished minority people. Home ownership is one of the most important ways to accumulate wealth. So, I think that it would be beneficial to find ways to help minority people become home owners.</p>

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11	Anonymous	<ul style="list-style-type: none"> Shop, Eats, or Participate in Recreation Activities Visits 	Caucasian/White, Age 50+	<p>While working for the City, I periodically hired interns. One of my interns was a Hispanic student, attending Saint Mary's College. At the end of his internship, I asked him if he would consider working and living in the City of Lafayette. He said he did not feel comfortable living in Lafayette because of all the racist comments he endured whenever he shopped in some of the stores. I told him it was our loss and that I hoped conditions would change so that he would feel comfortable living and raising a family in Lafayette. (This story happened over 15 years ago so it may not be relevant now).</p>	<p>Having speakers like Betty Reid Soskin at the library or other gatherings. Having our Supervisor, assembly member and Senator speak at City Council meetings. Inviting students of color to speak at City meetings. Including poetry and quotes by authors/leaders of color (with their photo) in the Friday Roundup, Chamber Newsletters, Lafayette Homeowner's Council mailings, etc. Suggesting books, movies and podcasts that deal with discrimination. Including people of color on the covers of the PTR guide, VISTA's, Lamorinda Weekly. Exposing the historical racism that occurred in Lafayette with red-lining and CC&R's.</p>
12	Alison Hill	<ul style="list-style-type: none"> Resident 	Caucasian/White, Age 50+, Immigrant or expatriate living abroad (please specify in the "Other" field below)	<p>Until last summer there was a young biracial woman living in my neighborhood who I often saw walking in the neighborhood, often with her younger brother and sometimes another boy. When I passed them when I was walking, or saw them when out in my garden I would say hello, but didn't say more than that.</p> <p>I was shocked to learn last summer that she had hanged herself from a tree on the Lafayette-Moraga Trail. I learned that she was a sophomore at Acalanes and had established a black student group there. I could not help wondering if her experiences living in Lafayette had led her to this extreme action, although of course there could be multiple reasons. I also felt guilty that I had not tried to get to know here more. I think her story, whatever it is, is important when you are looking at the situation in our schools.</p>	<p>We need to acknowledge that there is discrimination in Lafayette and address it both at individual and structural levels. We must do all we can as individuals to address discrimination, and hopefully this group will provide workshops and guidance to help us better understand what is needed from us all.</p>

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13	Anonymous	<ul style="list-style-type: none"> <li data-bbox="532 834 682 860">Resident 	Caucasian/White	<p>Hispanics are the gardeners of Lafayette. There is also a crime circle that targets houses that don't use their services. In other words we do our own labor raking, trimming, etc, 2 of my neighbors have been hit at least once while a van (parked weekly at top of my driveway with a good view of the going-ons) While mine was hit at least 4 times. Once the Latino gardener was inside my house, and once fled down the embankment to his job after he peaked out from hiding behind my car only to be spooked by me when I saw him. They aren't stealing contents of the jewelry box with the intention to hurt, although I wouldn't doubt they are armed with garden tools. I have been in the same location for 17 years. I have watched construction vehicles drive away while nails spilled from their beds, have witnessed them toss their lunch trash into my wild — unkempt foliage, I have even confronted a gardener as he blew leaves onto my property saying, "they're good for the dirt!!!" They were blown at my curb and I am 60 and don't mind a core workout taking, but not the neighbors leaves that they've paid a gardener to pick up. I have been victim to their stalking me while taking a break in their van within perfect view of my activities. Many thousands of dollars worth of jewelry has been taken from my house as well as many hot items from our cars and carport in broad daylight. Latinos work for me and have for 4 decades. They are good people. They obviously don't get paid well enough and take advantage of the rich homes of Lafayette. I have used their services from time to time when I need something that I cannot do myself and it's not hard for me to walk down my street and recruit some gardeners on the spot. What gets me is two things. The police did nothing about it. All they said was "we know who did it" without any sort of investigation or looking into the easy leads I had. When that van showed up again (the mastermind) at the top of my driveway to peer down at my house, I told him to move his car and he immediately did. The other thing is I was home a LOT during these episodes (that is why I was witness to so much) and there definitely was NOT black folks just sauntering the neighborhood from Bart. I live on a windy hill. The only walkers up there are neighbors with their dogs. Those who hire the gardeners are not even home. Hard to be the neighborhood watch when it's my</p>	<p>Perhaps I'm being discriminated against when the police don't bother with an investigation that would've saved a few neighbors their material possessions. I should've been an undercover. I'd have been good. I'm observant. I see a lot. When there are rules like "no-chase" from Safeway, and there's a bart station in Laf, our Safeway WILL get visited by strangers. And those people whatever color they might be (I saw a young white male steal something from Walgreens and run straight for Bart), May be back once they realize what an affluent town we are. I'm all for interracial this and that. My business is in Oakland (moved it from Lafayette), but I don't think every town needs to become a big city feel. I am not an ignorant, sheltered, or privileged white personnel because I venture out to see the surrounding cities. And that's okay. Become informed, involved, and speak up. Tolerating is over. Listen to the voices and then practice acceptance. BLM — NOW !!! And perhaps when they do matter to whites we will live in a healthier society with a lot less crime.</p>

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				<p>house and a few others that are targeted while the rest come home to tidy lawns!! What's also disturbing is I put out a blurb on Nextdoor saying what I witnessed (just as a shout-out) and was called bombarded with remarks calling me racist. I am far from that. Black is part of the ALL. Every face is the human race. With white silence there WILL be continued violence. Color is not a crime. But the issues I had were only dealt by me as no one else seemed to care not knows what goes on when the leaf blowers they hire are polluting and disturbing the peace of those who work from home</p>	

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14	Anonymous	<ul style="list-style-type: none"> Resident Shop, Eats, or Participate in Recreation Activities Other: pay significant taxes 	Asian/Pacific Islander	<p>Despite feeling somewhat at ease in Lafayette, I have always felt an undercurrent of microaggression & bias towards me as an "other" in a predominantly white town. This is despite my status as a citizen for 45 years, my education and professional level, my earned affluence, my home in a sought after area in Lafayette as well as my partner of 8 years - a Caucasian male. In one instance, a Lafayette elementary school father asked me "where I was from". I was taken aback and replied with my ancestry - the Philippines despite having lived in California for other than 3 years of my life. He answered, "I thought so". This is one of those exchanges that I wish that I could have a "do-over" to give him a piece of my mind and answer THE USA. Since Covid-19, the racism has been more overt. One older Caucasian woman almost screamed because her dogs were heading my direction, but then softened her tone, when she saw my blond partner. I could continue on with these sort of more blatant experiences, but myriad of these acts are well documented and tracked by the AAPI. Racism is also more evident with the behavior of our children's friends. I think that the current enabling of bully behavior at the highest has also led to this outcome. However, to end this sharing, I am "fortunate" in that I am in the class of "model minority" within an income bracket that shields me from a lot of the racism that I have seen towards lower income workers - many of whom are essential. On a final note, anecdotally, it has been reported in several news outlets that one Asian woman was SPIT ON by a man in Lafayette and told to take his Corona from him. Appalling & shameful that Lafayette was singled out in these respected sources.</p>	<ul style="list-style-type: none"> -discussion of the misplaced blame of Asian American/Pacific for Covid-19 -more inclusion in task forces & committees of people of color -calling out racism when seen; there are times when Caucasians have just sat back & not come to the rescue of victims of discrimination -interchange of gatherings between Lafayette residents and more diverse communities -speakers on topics of anti-racism & unconscious bias -continued discourse

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15	Anonymous	<ul style="list-style-type: none"> Resident Employee Shop, Eats, or Participate in Recreation Activities 	Caucasian/White	Lafayette is a lovely place to live and work because it's more quiet and with more nature than a major city. What really disturbs me about Lafayette, and Lamorinda generally, is how the cost of homes or condos is so exorbitant that it inherently fosters great inequity. While I've really enjoyed the quiet and more natural environment of Lafayette, I am beginning to realize how intolerable it is to live in such a homogenous and inequitable area.	I don't at all consider myself an expert on these matters, and I'm grateful that there are so many others who have experience and sound practices to suggest we implement. I defer to their insight and knowledge. All I can say is that I think it's a great disservice to the entire community to have Lafayette be such an expensive place to call home.
16	Laura Zucker	<ul style="list-style-type: none"> Resident Employee 	Caucasian/White, Jewish, Lesbian, gay, bisexual, or queer	I moved to Lafayette in late 2004 with my partner and three children. From the early days to the present, my children and I have noticed that approximately 90% of all traffic stops involving local law enforcement were of people of color. It was so egregious that my kids and I started playing a game when we saw that a police car had pulled over a motorist, calling it the "white/non-white game". Now we just call it racial profiling.	In addition to creating a more diverse policing entity, I recommend having citizen oversight of police activity and conduct.
17	Newcomer to Lafayette ~2 years ago	<ul style="list-style-type: none"> Resident 	Caucasian/White		This is a classic example of a solution in search of a problem. This survey is constructed to only receive negative feedback on the topic since it does not ask the community for examples of being treated fairly or respectfully within the bounds of Lafayette. It is disappointing that the City would be so reactive to the issue of social equality by creating what is clearly a one-sided survey. Lafayette you can do better!

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18	Anonymous	<ul style="list-style-type: none"> <li data-bbox="575 833 736 865">Resident 	Asian/Pacific Islander	<p data-bbox="1042 173 1696 206">Next Door post in response to Milena Lucey's petition:</p> <p data-bbox="1042 245 1271 277">Happy Valley Glen</p> <p data-bbox="1042 316 1741 524">I will openly oppose this petition and the racist policies it advocates. Have you learned nothing from Martin Luther King? Why are people trying to hire based on the color of someone's skin instead of the content of their character? The very term being thrown around "white washed" is extraordinary racist and condescending.</p> <p data-bbox="1042 563 1763 810">I absolutely invite the school district to hire ANYONE of ANY race who is qualified to teach our students with no reservations. However if job applications from non-approved races are rejected, or people are dismissed from their jobs because they have the wrong color skin, it is an atrocity and every bit as vile as the discrimination we have fought all these years to eliminate.</p> <p data-bbox="1042 849 1771 953">Please do NOT sign this petition and support racist policies in the Acalanes school district. MLK is rolling in his grave right now.</p> <p data-bbox="1042 992 1690 1057">Has anyone who signed this petition actually read this letter??</p> <ul data-bbox="1042 1096 1771 1515" style="list-style-type: none"> <li data-bbox="1042 1096 1741 1161">- Diversification of staff, Black and other POC teachers and educators <li data-bbox="1042 1167 1771 1304">- Mandatory educational assemblies with special guests of color who can talk about their experiences with racism in the United States and educate students, as well as other similar educational assemblies that address social justice etc. <li data-bbox="1042 1310 1741 1375">- Literature that talks about race and that is WRITTEN by a POC <li data-bbox="1042 1382 1723 1446">- Educational videos/movies that are written/directed by POC <li data-bbox="1042 1453 1736 1515">- (An end to the completely white authored literature and educational movies we learn about at Acalanes) 	<p data-bbox="1795 173 2604 277">This is one of many Next Door posts that exhibit the lack of how systemic racism and white privilege affects not only our students of color, but people of color in Lafayette.</p>

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				<p>- A way to ensure safety and comfort for your students of color and LGBTQ+ students, as they are also a targeted minority</p> <p>- A NO TOLERANCE expulsion policy on students who have been blatantly racist (and racist in general but that is harder to catch for expulsion)</p> <p>- These actions must be enforced, there must be a specific role in place, a job for someone to ensure that the district is held accountable for this.</p> <p>A specific team, working on this and only this, teachers can also be a part of it (a diversity and inclusion board) is NEEDED</p> <p>This is right out of George Orwell's 1984. Do you want to institute an actual 'Ministry of Truth' in the Acalanes school district with the power to expel your teenage son if he unwisely tries to shock his friends with a bad joke that is perceived as racist? Really?</p> <p>Trails Area</p> <p>I will openly oppose to this petition as well. You should not be hiring due to someone's race. Sorry for my language but people work their ass's off to get the jobs they have. One of my family members has been becoming a teacher and she has gone through so much school and hard work to get her teaching degree. After many years of hard work she has finally gotten a teaching job. Also I know lots about the Acalanes Union high school district. An they teach about racial stuff very well. Kids learn out of history textbooks, kids learn what is in the text book. English classes read books involving colored people as well.</p> <p>Larkey Park</p> <p>The innocence of youth is adorable.</p>	

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				<p>Trails Area</p> <p>Have you checked, how many Jewish teachers are hired at Acalanes ? I am just wondering .. as a Jewish person .</p> <p>Highlands</p> <p>I seriously hope they aren't using the "1619 Project". https://www.nationalreview.com/2020/01/1619-project-top-historians-criticize-new-york-times-slavery-feature/</p> <p>Parkmead II</p> <p>Are you aware of this quote of Malcolm X. I'm surprised you support this Belief</p> <p>The white liberal differs from the white conservative only in one way: the liberal is more deceitful than the conservative. —Malcolm X[254]</p> <p>Pleasant Hill Elementary</p> <p>Malcolm X went a lot further than that: https://www.goodreads.com/quotes/8869214-the-white-liberal-is-the-worst-enemy-to-america-and</p> <p>Acalanes Ridge</p> <p>The petition is a bit hypocritical and ironic. No way would I support making skin the factor of anything. Qualifications should decide.</p> <p>Larkey Park</p>	

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				<p>I agree. Students give up their life to take Advanced Placement classes etc.etc. & see students names posted to IVY league colleges just because of their skin color and never took one honors or advanced placement class.</p> <p>Reliez Valley Area</p> <p>Things that make you go hmmm... Title VII prohibits discrimination based on race, color, religion, sex or national origin. Requiring a role to be filled by a particular race discriminates against all other races.</p> <p>Downtown Lafayette</p> <p>Good for you! Ignore the naysayers (who pretend to speak for MLK no less...wow). You don't need to defend yourself. You have many laudable goals here. You may not get them all, and likely not right away, but why not push for what you want and hope that the district will at least meet you halfway.</p> <p>Are you working with the recent Miramonte grads trying to diversify the district curricula? That seems to me to be a very clear and needed change. It's embarrassing that the required reading in this supposedly great school district is still so behind the times and narrow in scope. Dead white men wrote some great books, but they don't have a monopoly on the matter. Further, it's a disservice to our students to send the message that women and people of color just don't have anything worthwhile to say, anything to contribute, to the discussion of what it means to be an American, or a human being.</p> <p>Neighbors, breathe. Building a more diverse workplace can</p>	

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				<p>absolutely be a goal of any organization...without it turning into 1984. Same for including blatantly racist acts in a school's discipline policy.</p> <p>On discipline, my two cents: even better would be to request that the school transition to a restorative justice discipline policy — this allows for harm to be repaired and students to grow and learn, rather than just punished.</p> <p>Downtown Lafayette</p> <p>Yes, I do believe a diverse workforce of teachers is a good thing. Why? One reason is that different kinds of people, with their various life experiences and perspectives, can enable deeper and broader learning for students. They provide a wider range of mentors and role models for students. They can help expand students' worldviews and sense of empathy and humanity, and they better prepare them for the diverse society we live in. It's not just about skin color per se — it's about the people themselves, and what they have to offer and contribute to the community.</p> <p>There are more reasons to value diversity in education - but there's a start.</p> <p>Of course all teachers should be highly qualified — nobody said someone should be hired "solely" on the color of their skin. You may not like Milena's language or approach, but her goal - of having at least some diversity in the teaching workforce - is a worthwhile one.</p> <p>If you have a better idea for her about how to accomplish this goal, by all means, share it.</p> <p>Happy Valley Glen</p>	

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				<p>You see diversity as the color of one's skin. I see diversity as everything that makes up a human being. How do you value diversity when all you care about is what color someone is?</p> <p>The goals you describe are nothing more than making sure people are hired with skin colors you approve of. I am for equality of opportunity. You seem to be for equality of outcome. Forcing equality of outcome has another definition: discrimination.</p>	
19	Anonymous	<ul style="list-style-type: none"> <li data-bbox="532 993 682 1019">Resident 	Caucasian/White	<p>“No persons of any race other than the Caucasian race shall use or occupy any building or any lot, except that this covenant shall not prevent occupancy by domestic servants of a different race domiciled with an owner or tenant.”</p> <p>When my husband (who is of South Asian descent and grew up in Canada) saw those words in the deed to our new house in Lafayette, he just laughed. He’s always been more conscious of the often subtle but pervasive racism in American culture than I am, so he didn’t seem offended or shocked so much as amused by the blatancy of it. When this restriction was written into the deed (presumably sometime in the 1940s when the house was built), it was clearly considered so mundane as to be sandwiched between restrictions on building outbuildings and parking trailers on the street. Our realtor acknowledged that he saw this kind of language all the time in the local paperwork, but shrugged it off as a relic of an earlier time.</p> <p>As a historian of American history, I shouldn’t have been surprised. “Restrictive Covenants,” as they are called, were written into deeds and housing association documents in white suburban communities throughout the United States, often specifically listing the populations to be excluded (usually Asians, Hispanics, or Blacks). Their use was especially common between the 1920s-1940s, but stayed in the documents well past 1968, when the Fair Housing Act finally made housing discrimination on the basis of race illegal (though still, undoubtedly widely practiced, if in more</p>	

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				<p>subtle ways). Along with “redlining” (the process of denying federal and private loans to neighborhoods based on their racial composition) and policing policies that forbade people of color from entering white communities after dark (a.k.a. “Sundown towns”), restrictive covenants served to keep suburban communities white, and to ensure that investment and tax dollars continued to flow from inner cities to wealthier and whiter outlying areas like Lafayette. During the 40s, when my house was built, large numbers of African Americans had recently moved to the Bay Area to take advantage of wartime jobs in the defense industry. White communities took active steps to preserve the status quo.</p> <p>Active steps will also be required to challenge this history. Would spending the money and time to remove this language from deeds and other housing documents help? Maybe. It could be a good, if largely symbolic, first step. Still more important, we need to shine a light on this history and have a larger conversation about it. The current racial composition of Lafayette is not just a reflection of preferences, or of economic realities. It is also a legacy of a long and unacknowledged history of institutional, legally-sanctioned discrimination.</p>	

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20	Anonymous	<ul style="list-style-type: none"> Resident Volunteer 	Asian/Pacific Islander, Caucasian/White, Jewish, Christian, Age 50+, Disabled: physically or otherwise (please specify in the "Other" field below), Immigrant or expatriate living abroad (please specify in the "Other" field below)	<p>have relayed some of my observations to members of the City Council prior, but I will repeat them below.</p> <p>To begin, I have lived in Lafayette for 18 years, in two different homes.</p> <p>--Problems. My wife, a person of color, said that a fellow neighbor of a similar nationality ignored her at Safeway, appearing to not see my wife as they walked down an aisle. This neighbor did, however, after a recent illness, invite my recovering wife to attend an ongoing prayer group the neighbor hosts.</p> <p>--Problem. My wife brought a package of meat back to a local supermarket and the clerk was reluctant to issue a refund without the actual product. This may have been based on color as the clerk is familiar with my wife, and had no clear reason to question in detail the return.</p> <p>--Problem. The term "white privilege" is offensive. It says nothing, other than "white" people have an incorrect view on social matters (my summary). Many "white" people that have the term thrown at them are actually not individuals of privilege. Census and other empirical studies will show that many people have done economically well in recent decades, despite this same group having fairly humble upbringings a generation prior. In a nutshell, most people that are successful are indeed privileged..and the most privileged thing anyone can have growing up is a solid set of parents. Go read the dedication of a book, an athlete being interviewed, a eulogy by a child. Privilege is by and large what you get in the doors of your home. I've had the white privilege finger wagged at me...not sure it applies. Dad was overseas for many years in the military, mom was an office worker. But I obtained values nonetheless. So, in short consider the term "white privilege" offensive and more precisely, a shallow and lacking description that candidly, is punitive, abrasive, and censorious. I call to "retire it" in</p>	

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				<p>public dialog.</p> <p>Other items to consider about Lafayette...</p> <p>--The first year Little League baseball started, me and my wife were working, and constantly needed rides to practice for my older son. The rides were easily offered. This became the rule for years and years. I worked in San Francisco and could not transport him on a regular basis due to getting back to Lafayette after practice begin. Similar with my wife. She is brown. Never a problem getting rides; our family still holds the record for most rides asked for, and granted, in the history of Lafayette. If people could help, they did, willingly. This is the Lafayette I've witnessed...for years and years and years.</p> <p>-As parents we participated in two sons' sports year round-- baseball, basketball, football, wrestling, Little League, CYO, and the kids were on school teams as they became older. During these years of participation as a parent spectator and frequent volunteer, I had thousands and thousands of interactions with Lafayette parents, either down the foul lines for baseball games, in the stands for football/wrestling/ basketball matches; interaction after events and before games, getting breakfast, lunch, and dinner during road games, for example. Additionally, we took weekend trips to Monterey and LA, Sacramento, etc with traveling teams, for years and years. I went to almost every single game for two children on Lafayette roaster teams, from my kids ages 5 to 18...</p> <p>In these countless and decade long interactions with the parents of Lafayette, parents from big homes, little homes, rental homes, non town occupants (maybe parent worked here and kids were in school, etc), even when we had a drink or two, or three, or working an event snack bar, etc., I never, ever, never, heard a single off color remark from any parent. Ever. This includes "conservative" parents, middle of the</p>	

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				<p>road, liberal, etc. The parents may discuss fiscal policy, for example, but i never heard an offensive remark. That is a lot of opportunity for a racist to expose him or herself. Never saw it This is the Lafayette I witnessed...for years and years and years.</p> <p>-Regarding the high schools in the area and the tenor therein, newspaper accounts, anecdotal exchanges, and published reports indicate that despite rare and sad toxic outliers that have been exposed, Lafayette's reputation as an accepting city has to be judged as stellar. When my younger son was a high school Senior, "Frankie" was a mentally and physically challenged classmate. The football team took it upon themselves to make Frankie their (beloved) team assistant/aide, welcoming him into the team circle to help out at every game. The love he was shown at the seasons' end ceremony made both his parent's and my eyes a little damp. Still does... Frankie was not of color but he lacked normal opportunity due to physical challenges. Acalanes High School put Frankie on a pedestal. This is the Lafayette I witnessed...for years and years and years.</p> <p>--In regard to football, baseball, etc. high school competitions: They are loud and rambunctious. Lafayette was the place teams from all over CC County wanted to come to. The welcome mat was always held out, for all the "people of color" schools. Sportsmanship and admiration of the opposing teams' skills was the order of the day. I never saw or even heard about even a modicum of any field dispute between our students and the visitors. And in fact, our coaches would not have permitted even the slightest disrespect. No less, the other teams coaches wanted their players to behave as mature adults as well. And that was that, for years and years... never a problem, i.e. never a newspaper article or grapevine buzz about an episode. Zero. This is the Lafayette I witnessed...for years and years and years.</p>	

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				<p>Related to welcoming "outsiders" to Lafayette, recall in recent, consecutive years Lafayette has hosted youth baseball, in the form of regional Little League All Star contests held in June and July, at the fields on St Mary's Road. The welcome mat was out and a good time was had by all. Again, no media reports or grapevine buzz of problems. When I attended, someone not being welcome would have been unthinkable and would not have been tolerated by our hosting officials and their staff. Teams from every corner of Northern California made their way deep into the bowels of our town. No less, we travelled to far corners of the regional as well and represented the City on those courts and fields.</p> <p>Interestingly, when recalling school or sports "rumbles," intolerance, unfriendliness, etc., it has most commonly been the "same city" schools that, quite candidly, had parent riots and brawls, according to my years of reading the newspaper, hearing of suspended games, games moved from night time to the afternoon, etc. Not in Lafayette, The sports welcome mat went out. This is the Lafayette I witnessed...for years and years and years.</p> <p>--Does Lafayette have a thread of racism running through it? Any probe of the town will show that Lafayette has a measurable Jewish population, a tribe that can arguably be described as the most staunch ally of African Americans in the past and present Civil Rights eras. So, with a Jewish population integrated in all Lafayette neighborhoods, there is already a known counter to bias within the boundaries of the city, I would argue. Region wide in recent weeks, the Jewish clergy has regularly sermoned about civil injustice. Similar, there is a strong Catholic presence in town, visible for youth in the (everyone welcome) CYO sports leagues. Point is, there are lots of road blocks in place that testify against a narrative of ingrained city prejudice-- the religious community.</p>	

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				<p>In short, the numbers are stacked against an ugly mindset. Locally, intolerance best burrow deep into the ground, and not rear its head. Granted, internal, individual biases can live, but the tenor of the town I know, says "not allowed" and prejudice had better not be vocalized. Prejudice will be shamed and it will be shut down.</p> <p>--A kid named "T"-- The Lafayette I know...a couple years back, a friend of my older son, here called "T," bi-racial with an out of town dad, was a member of the Boy Scouts, One day I saw him with two non-related den fathers out on the trail on a practice hike. They were not obligated to help him get his hike work in. But they did it, probably with little persuasion. This is the Lafayette I've witnessed...for years and years and years.</p> <p>And winding down, I get emotional when I think back., I remember a past summer when my son was doing July football preparation (Acalanes), and he would pull up at home a few minutes later than normal. He said he was giving a teammate who lived in East County a ride to BART, because the kid did not have a car. My son felt obligated to help out, even in a slight way. If it must be said, the mate was a person of color...This is the Lafayette I've witnessed...for years and years and years.</p> <p>That is all. Lots of positive experiences in town, and few negatives to dwell on...</p>	

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21	Dina Bogan	<ul style="list-style-type: none"> Resident 	Caucasian/White	<p>This is a story that I heard from a Person of Color who works in the restaurant business here in Lafayette.</p> <p>This man was waiting tables at the time and his customer, a young child , who was there with his white parents, touched his hand while he was delivering their meal. When the child touched his hand he said “ what’s this?” to his parents. The child was obviously referring to the color of this man’s skin. It was obviously the first time the child had seen or even had the experience (privilege!) to touch skin of color. I’m not going to interpret the many meanings of this interaction as I believe it strongly speaks for itself on many deep levels. I am not sure how the parent responded to their child, however this moment tells us all we need to know about the lack of diversity in our community.</p>	<p>Lafayette operates in a financial bubble which truly does omit many of different cultural and financial backgrounds from even considering living here based on income levels. Is Lafayette truly willing to consider lower income housing to those that would be interested in living here but currently have zero access? Until we shift our collective priorities towards becoming an inclusive and diverse community and commit to do the work to achieve all benefits that will reap, then these stories of objectification, humiliation and marginalization will continue as the children grow older and pass along the ignorance to their children.</p>
22	Dina Bogan	<ul style="list-style-type: none"> Shop, Eats, or Participate in Recreation Activities 	Caucasian/White	<p>In line at Safeway on Mt Diablo Blvd.. there is a Black Male cashier (who I am sure we all know and appreciate) and a white older male customer. The customer kept calling the cashier "son". Repeatedly, "son".</p> <p>Every sentence and request ended in "son". I kept saying under my breath "he's not your son", "stop calling him son". He has a name tag on, call him by his name. Call him Sir! The cashier kept doing his job, but would not lock eyes with the customer or myself. I was infuriated and also, participating by not speaking up louder... I regret it.</p>	<p>For starters, have white people start educating themselves to the systems that benefit only them to the detriment of others.</p>

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23	Anonymous	<ul style="list-style-type: none"> <li data-bbox="526 654 682 683">Resident 	Age 50+, Caucasian/White	<p>Several years ago, the City offered an Implicit Bias workshop/training which my 25 year old daughter and I attended. There was a large group and the speakers led us through information and activities. At one point, there was an opportunity for individuals to speak about their personal experiences with police in Lafayette. A middle aged Black man and resident of Lafayette volunteered to tell his story about feeling discriminated against by the police in the way he felt treated. While he was explaining what happened to him, another person (a white male who served on a city task force) began to challenge this man's description of what happened, challenging what and how this person felt and challenging the truth or validity of this person's direct experience. It became a heated exchange and in my view one that was founded in racism. In the moments that this occurred, the entire (mostly white) group was silent. I remember the feeling of deep discomfort in the room, from all gathered including the uniformed police officers. I feel that racism was playing a part in keeping all of us glued to our seats...perhaps for various reasons including not feeling comfortable intervening in what felt like a two way conversation, but I remember wondering why someone (in the moment I was imagining the event speakers, or those "in charge") didn't speak up and quiet the man who was challenging another person's direct experience of being Black in Lafayette. I now realize I should have stood up even when no one else did. And I now know that if and when there is a next time, I will.</p>	<p>More Implicit Bias training. A community wide on going book read and discussion forum -- zoom or in person when safe. Through our schools and all other educational institutions, focus on expanding knowledge of history from all perspectives rather than only through a white lens. Much more character education training in schools...and, offerings by the City, Chamber, or other community organizations which offer community strength building, character building, knowledge building. Dismantle personal assumptions/prejudices, dismantle systems that encourage and support those assumptions, create systems based on fair and equitable treatment.</p>

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24	Anonymous	<ul style="list-style-type: none"> • Resident • Volunteer • Shop, Eats, or Participate in Recreation Activities 	Caucasian/White, Age 50+	<p>I have never experienced or witnessed discrimination here in Lafayette. For sure, we are not a very diverse community but I think we are open minded and genuinely care for everyone, regardless of color or race.</p> <p>I have seen discrimination ‘up front and close’ in other places in the U.S. and globally. At times, I have been in a position to do something about it (investigating ‘involuntary servitude’ and the KKK in the south and allegations of civil rights violations by members of various U.S. police departments).</p> <p>From my ‘Lafayette perspective’, I have seen what the Assistance League has been able to do to help disadvantaged kids through the proceeds from their Wayside Inn Thrift Shop. The money they bring in through sales there has resulted in providing clothing for school kids in other parts of Contra Costa County, helping foster kids, and scholarships for students with financial needs. Our community garden too has been a positive experience for the way we treat fellow garden members and visitors with respect. Garden members & supporters recently donated money to the CC & Solano Food Bank.</p> <p>From my recent experience, the people here in Lafayette who are being ‘victimized’ are the staff working in our local grocery stores. I think of them as being ‘on the front lines’ during this pandemic. I can particularly relate to things I have seen or heard as to how some customers have treated staff at our local grocery stores. For example, the check out person at one store told me last week of a recent instance of a woman shopper who threw her food on the floor and stormed out after being asked by several staff to please put on her mask. Several checkers at another food store have said how people get mad and yell at them when they are reminded to keep a social distance or properly wear their mask. I have witnessed that behavior a couple of times.</p> <p>There are no easy answers but I think it is good to have this discussion.</p>	Continue to find ways, such as this forum, to remind people to be kind and treat each other, regardless of race or ethnicity, with respect.

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25	Anonymous	<ul style="list-style-type: none"> Resident Employee Volunteer Shop, Eats, or Participate in Recreation Activities 	Caucasian/White	<p>2-3 years ago I witnessed a racially charged incident on our cul de sac. We have had tons of contractors and their crews in our cul de sac for years working on remodels. I would say 95+% of those individuals have been White or Latinx. One day, a neighbor had several guys working on her property. I had not seen any of them before but it was clear to me that they were working on her home. Their cars were parked across from her house. Some of the cars were not in great condition. As I was standing out in the cul de sac with my dog about to go for a walk, a police car drives up. The officer parks and gets out. He asks if I know anything about one particular car that is parked there for the day. I say I do not and then he asks if there have been any other unusual things happening that day in regards to the work being done on the neighbor's property. I say not that I am aware. I ask him if there is a problem or something of concern. He replied that a neighbor had called complaining specifically about one of the parked cars. I am going to jump forward. The foreman, one of his crew and the cop come out to the street. The police ask the owner of the car to produce license, registration, etc. Seemed unusual since the car had just been parked there all day. The foreman tried to talk to the police officer. There was a back and forth for several minutes. I assume the foreman was asking the officer not to cite his associate from their body language and facial expressions. Turns out the car's registration or insurance had lapsed (according to the foreman who I spoke with later that day). The police did write up the car owner (I saw them hand him some paperwork) and the owner frowned & shook his head. The car owner was the only black man working on that crew (majority of the crew was not white). No one else was hassled or asked to produce paperwork for their cars also parked along the cul de sac.</p>	<p>I think this open dialogue is a great starting point. I don't have precise suggestions but I would like to see our community move in the direction of owning our behaviors and acknowledging that injustices take place even when passive. I would like to be able to support people in understanding that as a majority white community many Lafayette residents have a lot of protection (personally, societally and structurally) and that actively being anti-racist will require white folks to become vulnerable and possibly face situations that are highly uncomfortable and are costly potentially psychologically and financially.</p> <p>I think a huge elephant in the room for our area is inequality of power and finances between the residents and people who work here in service jobs. For one, I feel like many many people in Lafayette are very high maintenance and have high expectations for most people doing service oriented jobs. When things don't go the way residents expect they complain - sometimes profusely and unfairly (I myself have been guilty of this kind of action). As well, I think we can be superficially good and kind - we may mean it or believe we mean it- but actually many of our acts of kindness are not as helpful as we think they are.</p> <p>Second, I would like to find ways to recognize the contributions of Latinx individuals who provide A LOT of support to our community via domestic work, landscape, etc. I feel that our community doesn't really appreciate the value of that work and I am not sure that we fairly compensate individuals for their labor. Perhaps we can figure out how to provide a better safety net for all the individuals who make our lives easier and livable.</p> <p>For example, during the shelter in place period of time, many people in my neighborhood had housekeepers and yard maintenance workers return after two weeks. Residents paid those individuals for the first two weeks and followed guidelines to have everyone stay at home. But after the initial two weeks of shelter in place, residents lifted the order on their own accord and "allowed" child care, housecleaning, landscape, etc. to resume putting families outside of our community at great risk for their own benefit. Many of my neighbors said that their</p>

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					<p>contractors/employees wanted to come back to work to earn a living so my take away was that my neighbors felt they were being kind by inviting people back into their home for work but I think there were other options available that were less attractive to our residents because those options didn't have the same upsides.</p> <p>I think that is enough of my input for now. Thank you for listening. I am eager to hear what other folks think and feel.</p>
26	Anonymous	<ul style="list-style-type: none"> Resident 		<p>What a bunch of bullshit. Quit wasting the taxpayers money. You should be furloughing unneeded employees and cutting costs at this time.</p> <p>I like how you all fall for the latest crap that the mainstream media talks about. There is no problem in Lafayette.</p>	Quit wasting taxpayers money on things that aren't important and do your job.
27	Anonymous	<ul style="list-style-type: none"> Resident Shop, Eats, or Participate in Recreation Activities 	Jewish, Caucasian/White, Age 50+	<p>30 years ago, we moved from SF when it was time for our son to start kindergarten. We chose to live in the Lafayette Elementary School district because downtown housing seemed more diverse than other parts of Lafayette. It was the school where children from rental housing lived, LES was a bit more integrated, but barely. Years later when our daughter was to start LES, a preschool parent disparagingly stated "but that is where the renters live, "codex" for POC. Fast forward to high school and family friends had to have an attorney on retainer because their darker skinned son was stopped and harassed so frequently by the police. A previous commentor noted Lafayette's Jewish community, home to one of the largest synagogues in Northern California. Please know there is anti-semiticism in our community which our family has experienced personally and institutionally through the school districts. CCNR's excluding POC also excluded Jews. Of course there is racism here.</p>	<p>Education,education education: create opportunities to learn, listen and discuss....so that things may change in households and in the schools.</p> <p>Creating affordable housing will also lead naturally to the changes we seek. Stop fighting state mandates to densify the downtown transportation oriented core. Invite dialogue with affordable housing developers to create partnerships.</p> <p>And give up the myth that Lafayette is semi-rural: it is a suburb without sidewalks.</p>

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28	Anonymous	<ul style="list-style-type: none"> • Resident • Employee • Volunteer • Shop, Eats, or Participate in Recreation Activities • Visits 	Disabled: physically or otherwise (please specify in the "Other" field below), Special Education	<p>I want to bring attention to the many ways our community looks down on people who don't fit the Lamorinda Image. I'm just a quirky kid who happens to have grown up with learning disability. In a lot of ways I've had the same experiences as everyone else around here... swimming, baseball, scouts, etc. My mom tried to get me to do all of those things so I might find a passion, which most parents do. But the problem was the exclusionary attitudes among the other kids and parents. I've been called names for being different and learning differently many, many times. I've been teased at school for not being athletic since junior high. The hardest part about being bullied was when it was ignored by my schools. I had an incident where I was intentionally physically hurt by someone, completely unprovoked, and when I reported it, I was told by the administration there are always two sides to every story. I was threatened that I could be suspended for fighting. In my classes, if I asked for one of my accommodations, one of my teachers would say, "we know you're SPECIAL... but....." basically no, you can't have your accommodations. I will bully you, but I will do it with a wrinkled nose and a pursed smile and that will make it okay. In my IEP meeting, one of my teachers started out her report by saying "this isn't a matter of ability. This is a matter of work ethic." Another teacher, the vice principal, and the school counselor heard her say those words, and didn't do anything. I'm not saying that all teachers were like this. In fact, I owe everything to the nice teacher who saw some talent in me outside of my disability, and helped me develop it. But most school administrators and many teachers did not help, in fact, they hurt. They hurt me directly, but also indirectly by treating all people who are different as if they are invisible. Only the "popular kids" are celebrated around here, it seems. Many people in this town barely acknowledge those who don't fit the mold...or worse...look at them with the look that should only be reserved for smelling a fart. Until this changes, there will be so many hurt kids whose voices you'll never hear.</p>	<p>So many of the issues here stem out of elitism. People with power and money, and those who fit the successful image get away with very bad behavior around here. People who are different often can't afford to fight against the systemic discrimination. We can't allow it to happen anymore. We need to change how our public schools handle issues of bullying, racism, and discrimination. If our police, schools and other government agencies can't be trusted to do what's right and follow the law, then what kind of a society is this? In addition, Lamorinda must stop celebrating only the "winners" in town. Think about how those school leadership videos look to everyone other than the kids in leadership. Think about how the Lafayette Social magazine looks to those who would never make the cut. Even the school fundraising events that used to be just about raising \$ for the kids have become "look at US, aren't we benevolent with our time and money" events. It's all just ugly to those who watch from the outside. Elitism will erode the quality of our communities by creating divide, and no, just keeping out those who don't have money is a losing proposition. In fact, if one can judge the quality of a community by its Snapchats, we've already lost.</p>

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29	S. R.	<ul style="list-style-type: none"> <li data-bbox="526 833 682 857">Resident 	Asian/Pacific Islander	<p data-bbox="1042 175 1354 199">This happened in January.</p> <p data-bbox="1042 248 1768 524">My babysitter, on her third day working for me, arrived early and while waiting for me to get back from dropping my husband off at BART, she parked in front of a neighbor's house about a block away, in a spot where she could see my return. Once I returned, she followed me down the street to my house. We are at a dead end, and she backed up into her usual spot. Another car followed her and parked in front of her, essentially blocking her in.</p> <p data-bbox="1042 573 1768 808">I had already parked and had gone inside with the baby to wait. When my babysitter didn't come in, I peeked outside and saw a white woman getting out her car (which was parked to direct face my babysitter's car) waving her phone. I wondered who she was, and what she was doing--was she lost and asking for directions? So I went outside with my baby.</p> <p data-bbox="1042 857 1768 1019">I said hello and asked what was going on. She asked if the babysitter was really my babysitter, complained that she had been parked in front of her house, and that the babysitter had "looked suspicious." I confirmed that she was my babysitter.</p> <p data-bbox="1042 1068 1768 1271">After she left, my babysitter told me that before I'd come out, the woman had gotten out of her car and was taking pictures of her and her license plates, then told my babysitter she was checking that the babysitter was "not up to any funny business." On the whole, it was aggressive and unnecessary.</p> <p data-bbox="1042 1320 1768 1450">I was too upset in the moment, but I wanted to ask the neighbor what was "suspicious" about my 5-foot-tall, 19-year-old babysitter with braces, and honestly, I can't help but think it was the fact that my babysitter is Black.</p> <p data-bbox="1042 1498 1704 1523">My babysitter and I were both shaken and upset by the</p>	public education campaign about what "polite" racism looks like understanding the connections between economic and racial equality, esp as tied to housing access (re: the recent development debate)

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				<p>incident. My babysitter lives in Richmond, but has had other jobs in Lafayette, and she said she's had similar incidents two or three other times here. To me, this points to a very disturbing and pervasive problem in our community: a mindset that immediately labels a Black person as "not belonging" in the neighborhood.</p> <p>What chills me is the way my neighbor followed her as a self-appointed neighborhood watch, echoing back to George Zimmerman. What might have happened if I hadn't come outside to confirm my babysitter's identity? My babysitter shouldn't have needed a lighter skinned person (I am mixed race Asian American) to vouch for her.</p>	
30	Anonymous	<ul style="list-style-type: none"> • Resident • Volunteer • Shop, Eats, or Participate in Recreation Activities 	Asian/Pacific Islander, Christian	<p>I can't recall any in-person experiences of discrimination in Lafayette, although I certainly have felt scared that I would, as I would go on solo walks through downtown. As the coronavirus pandemic was taking off in March, I felt anxiety that I'd get stared at or maybe would hear slurs or maybe hear someone tell me that I wouldn't belong. Luckily I haven't heard any of the such. My experience of discrimination was online, when someone who works at Acalanes High School said something to me on Facebook. As an administrator to this charitable group, I had denied her access due to various reasons related to her residence location, and she started to threaten me about how she was going to say horrible things about the Facebook group on Nextdoor. And then she said, "If you weren't Asian, I'd think you were denying me because of my race, but now I know that's not the case." She said that Campo High School was going through a racism crisis and she was on "high alert." I was offended earlier by her threats to denounce me and the group on Nextdoor, and then weirdly glad she knew I was Asian. Then I was sad that there was a huge "racism crisis" at Campo, and though I didn't know the details, I became worried for the kids and the families involved that would cause this lady to be on "high alert."</p>	<p>I think having more affordable housing would invite more diversity to our city's demographic. Also hiring more staff, teachers, city officials, from various ethnicities would be great to allow our children see the diversity, rather than just talking or reading about people from other cultures. Reading about different cultures and embracing difference is still helpful.</p>

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31	Maria Gastelumendi	<ul style="list-style-type: none"> • Resident • Employee • Volunteer • Shop, Eats, or Participate in Recreation Activities 	Muslim, Buddhist, Age 50+, Latino/a, Middle Eastern	<p>This happens when Eric Christensen was our Chief of police. By 1 am we were awoken by two people flashing light on our bedroom. This was the most scary experience since we have a gate that prevent intruders and the house is 130 feet uphill from the street. These men were two police officer. The officers claim they were looking for an stolen cell phone. My husband and I are there in the middle of the night with no witnesses confronting two armed men. After consulting with our neighborhood captain, she volunteer to contact Chief Christensen about the incident. Chief Christensen visited our cafe (The Rising Loafer Cafe and Bakery) and apologias to my husband but did not take measures to discipline the two officers.</p> <p>Repeatedly, weare harrs by white customers at the cafe, mostly male seniors.</p>	This is an educated community, that tell me that racism is more engrane on the community in general.

#	Name	Association with Lafayette	Group(s) Identified With	Stories / Experiences	Suggestions
32	Anonymous	<ul style="list-style-type: none"> Resident Shop, Eats, or Participate in Recreation Activities 	Caucasian/White, Transgender, Lesbian, gay, bisexual, or queer	<p>My experience as a white, queer, and trans person in Lafayette public schools has been very difficult at times. Acalanes has repeatedly denied trans individuals the ability to access a gender neutral bathroom that does not require an individual to go to the nurse's office. For nonbinary and trans individuals like myself this can feel like we do not matter enough for the school to recognize our needs. Claims that such a bathroom would lead to nefarious activities or pose a danger to other students are unsubstantiated. Additionally, I have been called a dyke and a fag in Lafayette public schools and around Lafayette, been laughed and stared at while holding hands with my partner, and told by a teacher at Stanley middle school that he would not tell a student to stop saying homophobic things because "she has the right to free speech", even when Stanley explicitly says it does not tolerate such comments.</p> <p>I have also witnessed racism within Lafayette public schools, beginning in elementary school when a new student, who was Black, attempted to make friends in third grade and many members of the predominantly white student body decided to ostracize her, claiming the way she talked and her hairstyle made her 'weird.' Beginning in middle school I began hearing the n word fairly frequently from white boys. In high school I witnessed a teacher calling two Black women 'African' when talking about the history of slavery in the classroom, claiming they must know more about the subject. This doesn't even address the ways in which our school system essentially ignores the history of all marginalized peoples, preferring, instead, the dominant narratives of whiteness. Queer, trans, Black, and Indigenous history is essentially ignored and discounted.</p>	Schools need to do better. A new curriculum is needed which truly addressed and teaches history from perspectives other than whiteness. Students from marginalized backgrounds need to be better protected.