



Santa Clara Valley Water District Board of Directors Meeting

HQ. Bldg. Boardroom, 5700 Almaden Expressway, San Jose, California
Join Zoom Meeting: <https://valleywater.zoom.us/j/84454515597>

SPECIAL BOARD MEETING - BOARD GOVERNANCE AND DIVERSITY TRAINING AGENDA

**Tuesday, April 2, 2024
11:00 AM**

District Mission: Provide Silicon Valley safe, clean water for a healthy life, environment and economy.

DISTRICT BOARD OF DIRECTORS

Nai Hsueh, Chair - District 5
Richard P. Santos, Vice Chair -
District 3
John L. Varela- District 1
Barbara Keegan - District 2
Jim Beall - District 4
Tony Estremera - District 6
Rebecca Eisenberg - District 7

All public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body, will be available to the public through the legislative body agenda web page at the same time that the public records are distributed or made available to the legislative body. Santa Clara Valley Water District will make reasonable efforts to accommodate persons with disabilities wishing to participate in the legislative body's meeting. Please advise the Clerk of the Board Office of any special needs by calling (408) 265-2600.

RICK L. CALLENDER, ESQ.
Chief Executive Officer

MICHELE L KING, CMC
Clerk of the Board
(408) 265-2600
Fax (408) 266-0271
www.valleywater.org

Note: The finalized Board Agenda, exception items and supplemental items will be posted prior to the meeting in accordance with the Brown Act.

THIS PAGE INTENTIONALLY LEFT BLANK

Santa Clara Valley Water District
Board of Directors
SPECIAL BOARD MEETING -
AGENDA

Tuesday, April 2, 2024

11:00 AM

HQ. Bldg. Boardroom, 5700 Almaden
Expressway, San Jose, California
Join Zoom Meeting:

<https://valleywater.zoom.us/j/84454515597>

*****IMPORTANT NOTICES AND PARTICIPATION INSTRUCTIONS*****

Santa Clara Valley Water District (Valley Water) Board of Directors/Board Committee meetings are held as a “hybrid” meetings, conducted in-person as well as by telecommunication, and is compliant with the provisions of the Ralph M. Brown Act.

To maximize public safety while still maintaining transparency and public access, members of the public have an option to participate by teleconference/video conference or attend in-person. To observe and participate in the meeting by teleconference/video conference, please see the meeting link located at the top of the agenda. If attending in-person, you are required to comply with Ordinance 22-03 - AN ORDINANCE OF THE SANTA CLARA VALLEY WATER DISTRICT SPECIFYING RULES OF DECORUM FOR PARTICIPATION IN BOARD AND COMMITTEE MEETINGS located at <https://s3.us-west-2.amazonaws.com/valleywater.org.if-us-west-2/f2-live/s3fs-public/Ord.pdf>

In accordance with the requirements of Gov. Code Section 54954.3(a), members of the public wishing to address the Board/Committee during public comment or on any item listed on the agenda, may do so by filling out a Speaker Card and submitting it to the Clerk or using the “Raise Hand” tool located in the Zoom meeting application to identify yourself in order to speak, at the time the item is called. Speakers will be acknowledged by the Board/Committee Chair in the order requests are received and granted speaking access to address the Board. Written comments on any item on the agenda may be submitted to clerkoftheboard@valleywater.org or board@valleywater.org.

- Members of the Public may test their connection to Zoom Meetings at: <https://zoom.us/test>
- Members of the Public are encouraged to review our overview on joining Valley Water Board Meetings at: <https://www.youtube.com/watch?v=TojJpYCxXm0>

Valley Water, in complying with the Americans with Disabilities Act (ADA), requests individuals who require special accommodations to access and/or participate in Valley Water Board of Directors/Board Committee meetings to please contact the Clerk of the Board’s office at (408) 630-2711, at least 3 business days before the scheduled meeting to ensure that Valley Water may assist you.

This agenda has been prepared as required by the applicable laws of the State of

California, including but not limited to, Government Code Sections 54950 et. seq. and has not been prepared with a view to informing an investment decision in any of Valley Water's bonds, notes or other obligations. Any projections, plans or other forward-looking statements included in the information in this agenda are subject to a variety of uncertainties that could cause any actual plans or results to differ materially from any such statement. The information herein is not intended to be used by investors or potential investors in considering the purchase or sale of Valley Water's bonds, notes or other obligations and investors and potential investors should rely only on information filed by Valley Water on the Municipal Securities Rulemaking Board's Electronic Municipal Market Access System for municipal securities disclosures and Valley Water's Investor Relations website, maintained on the World Wide Web at <https://emma.msrb.org/> and <https://www.valleywater.org/how-we-operate/financebudget/investor-relations>, respectively.

Under the Brown Act, members of the public are not required to provide identifying information in order to attend public meetings. Through the link below, the Zoom webinar program requests entry of a name and email address, and Valley Water is unable to modify this requirement. Members of the public not wishing to provide such identifying information are encouraged to enter "Anonymous" or some other reference under name and to enter a fictional email address (e.g., attendee@valleywater.org) in lieu of their actual address. Inputting such values will not impact your ability to access the meeting through Zoom.

Join Zoom Meeting:
<https://valleywater.zoom.us/j/84454515597>
Meeting ID: 844 5451 5597
Join by Phone:
1 (669) 900-9128, 84454515597#

1. CALL TO ORDER/ROLL CALL:

1.1. Roll Call.

1.2. Pledge of Allegiance/National Anthem.

1.3. Time Open for Public Comment on any Item not on the Agenda.

Notice to the public: Members of the public who wish to address the Board/Committee on any item not listed on the agenda may do so by filling out a Speaker Card and submitting it to the Clerk or using the "Raise Hand" tool located in the Zoom meeting application to identify yourself to speak. Speakers will be acknowledged by the Board/Committee Chair in the order requests are received and granted speaking access to address the Board/Committee. Speakers' comments should be limited to three minutes or as set by the Chair. The law does not permit Board/Committee action on, or extended discussion of, any item not on the agenda except under special circumstances. If Board/Committee action is requested, the matter may be placed on a future agenda. All comments that require a response will be referred to staff for a reply in writing. The Board/Committee may take action on any item of business appearing on the posted agenda.

2. 11:00 AM - TIME CERTAIN:

2.1. Board Governance and Diversity Training.

[24-0369](#)

Recommendation: Participate in a Board Governance and Diversity Training.

Manager: Michele King, 408-630-2711

Attachments: [Attachment 1: Agenda](#)
[*Handout 2.1-A: PowerPoint](#)

3. ADJOURN:

Adjourn to the 11:00 a.m. Closed Session and 1:00 p.m. Regular meeting on Tuesday, April 9, 2024, in the Santa Clara Valley Water District Headquarters Building Boardroom, 5700 Almaden Expressway, San Jose, California, and via Zoom teleconference.

THIS PAGE INTENTIONALLY LEFT BLANK



Santa Clara Valley Water District

File No.: 24-0369

Agenda Date: 4/2/2024

Item No.: 2.1.

BOARD AGENDA MEMORANDUM

Government Code § 84308 Applies: Yes ☐ No ☒
(If "YES" Complete Attachment A - Gov. Code § 84308)

SUBJECT:

Board Governance and Diversity Training.

RECOMMENDATION:

Participate in a Board Governance and Diversity Training.

SUMMARY:

As requested by the Board of Directors, this is a training for Board Members focused on Board governance and diversity. Specifically, the training will focus on understanding best practices of diversity, equity, inclusion and belonging (DEIB), implicit/explicit bias, implementing DEIB best practices in Board leadership, developing a shared understanding of Board governance, and strengthening Board communication. The desired outcomes of the training include: a better understanding of diversity, equity, inclusion and belonging, as well as agreeing on strategies for improved Board operations. The Board Governance and Diversity Training Agenda outline can be found in Attachment 1.

The Board Governance and Diversity Training will be conducted by Roger Jackson, President and CEO of RJ Jackson Company. Mr. Jackson is an experienced visionary, systems architect, and difference-maker. He has made major impacts on the lives of individuals and organizations on the local, state, and national levels as an author, teacher, coach, high school principal, higher education administrator, congressional chief of staff, and non-profit executive. Mr. Jackson also has a demonstrated history as a champion of equity and opportunity for those historically disadvantaged.

ENVIRONMENTAL JUSTICE AND EQUITY IMPACT:

There are no environmental justice and equity impacts associated with the Board's participation in a Board Governance and Diversity Training.

FINANCIAL IMPACT:

There is no financial impact associated with this item.

CEQA:

The recommended action does not constitute a project under CEQA because it does not have the potential for resulting in direct or reasonably foreseeable indirect physical change in the environment.

ATTACHMENTS:

Attachment 1: Agenda

*Handout 2.1-A: PowerPoint

UNCLASSIFIED MANAGER:

Michele King, 408-630-2711



<https://RJJacksonCompany.com>

RJJacksonCo@gmail.com

**Valley Water
Board Training
4/2/24
11:00 AM – 3:00 PM PT**

AGENDA

***Achieving Governance Excellence: Developing Exemplary
Board Practices***

- I. Understanding Diversity and Implicit/Explicit Bias**
- II. Break**
- III. Modeling Diversity Best Practices**
- IV. Lunch**
- V. Board Roles and Responsibilities**
- VI. Break**
- VII. Effective Board Communication and Practice**
- VIII. Adjourn**

**Facilitator: Roger Jackson, M.Ed., M.Admin.
CEO, RJ Jackson Company**

THIS PAGE INTENTIONALLY LEFT BLANK

Achieving Governance Excellence:

Developing Exemplary Board Practices

Santa Clara Valley Water District

Santa Jose, CA

April 2, 2024

Roger Jackson, M.Ed., M.Admin.
RJ Jackson Company
www.RJJacksonCompany.com

Desired Outcomes for Today

- ▶ Understanding concepts in D.E.I.B.(Diversity, Equity, Inclusion, Belonging), and implicit and explicit bias
- ▶ Examine our current Board practices for continuous improvement opportunities
- ▶ Identify and agree upon strategies for improved Board operations

Agreements for Our Training

- ▶ Be present
- ▶ Be willing to share, but make space for others
- ▶ Be open to possible new ideas and viewpoints
- ▶ Respect people's truths; Debate ideas, not people
- ▶ One voice at a time
- ▶ To manage our time, be as concise as possible and limit your comments to once per topic (when needed)

“Facts and opinions are not the same; We are always entitled to our own opinions; We are never entitled to our own facts”

Mission

Valley Water's mission is to provide Silicon Valley safe, clean water for a healthy life, environment, and economy.

Vision

Valley Water is nationally recognized as a leading water resources management agency.

Values Statement (Board Governance Policy - Governance Process GP-7)

- 1) Valley Water is entrusted to serve the public by carrying out its mission for the benefit of the community.**
- 2) Valley Water is committed to providing excellent service to all customers.**
- 3) All individuals are unique and important, and will be treated with fairness, dignity, and respect.**
- 4) Valley Water takes pride in its work and is accountable to carry out its responsibilities safely with honesty and integrity.**
- 5) Initiative, leadership, personal development, and training are vital for continuous improvement.**
- 6) Open communication, cooperation, and teamwork are shared responsibilities and essential to the successful performance of Valley Water.**
- 7) Valley Water is committed to creating an inclusive work environment, which reflects and supports the diversity of the community and enriches our perspectives.**
- 8) Valley Water strives to support a work culture and workplace environment that attracts and retains superior employees empowered to make decisions about, and take responsibility for, how they do their jobs.**
- 9) Valley Water is committed to its employees and supports market-based competitive compensation that is equitable and rewards accomplishment and encourages high performance.**
- 10) Valley Water is committed to sustaining a healthy work-life balance for its employees and places a high value on all the things that provide enrichment and fulfillment, including work and career, health and fitness, family and relationships, spirituality, community service, hobbies and passions, intellectual stimulation, rest and recreation.**

The New American Reality...

- Currently, 53% of Americans under the age of 18 are NOT classified as Caucasian
- Currently, 42% of all Americans are classified as non-Caucasian, including 19% Latino, 14% African American, and 6% AAPI
- By 2030, Latinos are projected to comprise 25% of the American population
- In California, the demographics currently are 40% Latino, 34% Caucasian, 16 % Asian; 7% African American

(Source: 2022 population estimates, www.census.gov)

If we are to live Values #3 & #7, DEIB is ESSENTIAL for business relevance, effectiveness, and excellence...

*“If you want to go fast, go alone;
if you want to go far, go together”*

*“None of us is as smart as all
of us”*

Diversity...Equity....
Inclusion...Belonging...

What is it, and
why/how did we
get here?

What is Racism?

1. a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race
- 2.a. the systemic oppression of a racial group to the social, economic, and political advantage of another
- b. a political or social system founded on racism and designed to execute its principles

What is Prejudice?

2. a.(1) preconceived judgment or opinion
- (2) an adverse opinion or leaning formed without just grounds or before sufficient knowledge
- b. an instance of such judgment or opinion
- c. an irrational attitude of hostility directed against an individual, a group, a race, or their supposed characteristics

(www.Miriam-Webster.com)

Racism vs. Prejudice

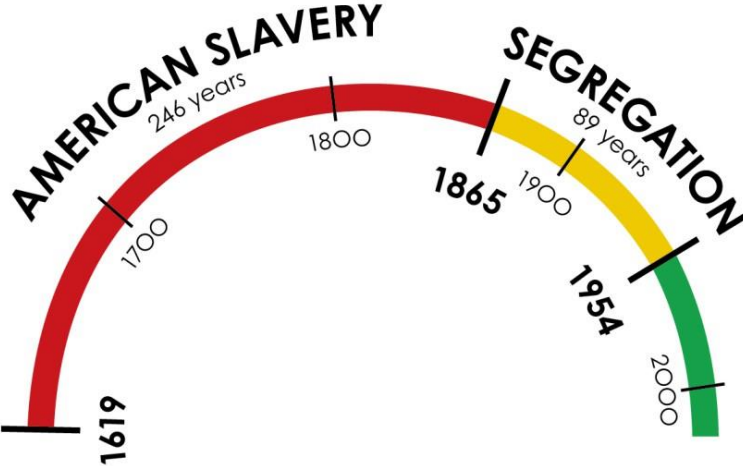
Racism is power dynamic; it can only be manifested by the race controlling the ultimate/majority of levers of “power” (money, laws, etc.) in a particular society.

Therefore, “reverse racism” does not/cannot exist.

Systemic Racism described as a children’s game:
I Declare War

Systemic/Institutional Racism



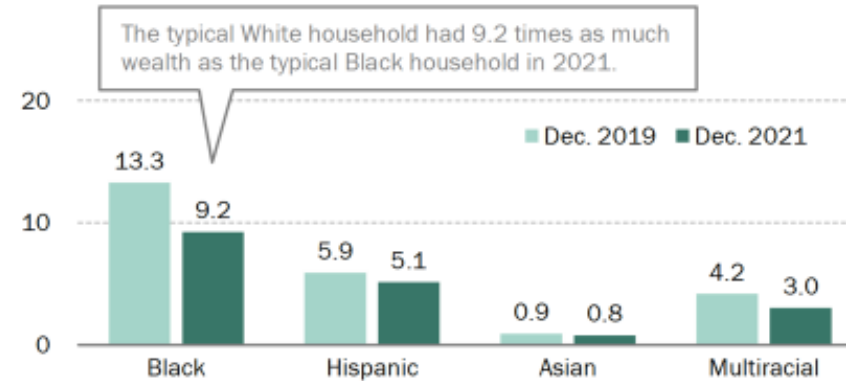


Zerflin 2022

Racism Timeline...

White U.S. households have significantly more wealth than all but Asian households

Ratio of the median wealth of White households to the median wealth of other households



Note: The median divides households into halves, half with more wealth than the median and the other half with less. Households are grouped by the race and ethnicity of the survey reference person. White, Black and Asian include those who report being only one race and are not Hispanic. Multiracial includes non-Hispanics of two or more races. Hispanics are of any race. American Indian or Pacific Islander not shown because of small sample sizes. Ratios are computed before the estimates of wealth are rounded.

Source: Pew Research Center tabulations of the U.S. Census Bureau's 2020 and 2022 Surveys of Income and Program Participation (SIPP).

"Wealth Surged in the Pandemic, but Debt Endures for Poorer Black and Hispanic Families"

PEW RESEARCH CENTER

Creates persistent inequities...



BREAK

Mission: The Valley Water Office of REDI seeks to ensure equity, inclusion, and belonging principles are embedded into all existing policies, programs, and practices.

Overarching Goals:

- 1) **Systemic Equity:** Assist the agency and its employees in the achievement of goals to address institutional inequities.
- 2) **Workforce Representation:** Advance efforts to ensure equitable access to career opportunities and attract and retain a diverse workforce through all levels of the organizations that reflect the communities they serve.
- 3) **Culture of Inclusion:** Create and maintain a work environment that acknowledges diversity and values it through proactive, inclusive, and equitable practices.
- 4) **Justice:** Advance initiatives to improve equity of Valley Water work and outcomes that reflect the community's needs and priorities.
- 5) **Community Partnership:** Provide support, education, resources, and access to empower early community engagement to help Valley Water be a good neighbor to communities in which it works and operates.

It is possible to have...

- ▶ *Diversity without Equity*
- ▶ *Equity without Inclusion*
- ▶ *Inclusion without Belonging*

Why D.E.I.B. Now?

D.E.I.B.

Let's Plan a Party!

We invite all types of people to the party, especially those who have been systematically excluded and prevented from attending in the past

Diversity



At the party, we make sure everyone is provided what they individually need to fully and equally participate in the party

Equity



During the party, we try to make sure everyone participates in the party we've always planned, or we offer some limited music, games, and food that honors the various tastes and preferences of the attendees

Inclusion



As the norm, in the design of our party, we make sure we include music, games, and food that honors the various tastes, experiences, and preferences of the attendees so they are comfortable enough to party at their highest ability

Belonging



LUNCH

- 1) Committed to the organization, through consistent engagement and involvement
- 2) Actively prepares for, and participates in board meetings
- 3) Has open, honest, and respectful communication with BAO's and other directors
- 4) Protects confidential discussions and uses the proper channels for those conversations
- 5) Understands strategic time management and operates with a sense of urgency

**Five characteristics of great
board members**

The professional and personal conduct of Directors must be above reproach and avoid even the appearance of impropriety. Directors shall support the maintenance of a positive and constructive environment for Valley Water Employees. Directors will refrain from abusive conduct, personal charges, or verbal assaults upon the character or motives of other Directors, Valley Water employees, stakeholders, or the public.

Valley Water Board of Directors Code of Conduct (9/12/23) p. 5



Respect

**How can you personally
model and represent D.E.I.B.
practices and awareness in
your role as a Board
Member?**

- ▶ On a scale of 1-5 with 1=Poor and 5=Excellent, how would you rate the the Board in regard to respectful communication?
- ▶ If you selected a rating less than 5, what was/were the reason(s)?
- ▶ What can you individually do to ensure respectful communications is our Board S.O.P. (standard operating procedure)?

Self Assessment - Communications



BREAK

The powers and purposes of Valley Water include:

To provide comprehensive water management for all beneficial uses and protection from flooding within Santa Clara County; to protect Santa Clara County from floodwater and stormwater of the district, including tidal floodwater and the floodwater and stormwater of streams that have their sources outside the district but flow into the district; to protect from floodwater or stormwater the public highways, life and property in the district, and the watercourses and watersheds of streams flowing within the district; to provide for the conservation and management of floodwater, stormwater, or recycled water, or other water from any sources within or outside the watershed for beneficial and useful purposes, including spreading, storing, retaining, and causing the water to percolate into the soil within the district; to protect, save, store, recycle, distribute, transfer, exchange, manage, and conserve in any manner any of the waters; to increase and prevent the waste or diminution of the water supply in the district; to obtain, retain, protect, and recycle drainage, stormwater, floodwater, or treated wastewater, or other water from any sources, within or outside the watershed in which the district is located for any beneficial uses within the district; to enhance, protect, and restore streams, riparian corridors, and natural resources in connection with carrying out the purposes set forth in this section; and to preserve open space in Santa Clara County and support the county park system.

Powers and Purpose

1. Understand their role and responsibilities
2. Get the right information at board meetings
3. Lead, not manage; provide strategic, rather than operational support
4. Work as a team, but challenge appropriately
5. Review their own performance

**Five characteristics of great
boards of directors**

- ▶ It is the Board's role to develop, set, and abide by the Mission, Vision, and Values of Valley Water.
- ▶ It is the Board's role to prepare and propose the budget for Valley Water.
- ▶ It is the Board's role to supervise, interface with, and evaluate the performance of all Senior Staff (CEO, Chiefs, and VP's).
- ▶ When doing committee work, the Board should always copy the CEO (and/or his designee) on any requests made of staff.
- ▶ It is OK for Board members to request information from staff regarding the status of individual candidates or contractors for hire.
- ▶ It is the Board's role to periodically assess its own performance.
- ▶ It's OK for Directors to attend any staff or department meetings that they decide they should.
- ▶ It is Director's role to share positions and decisions of the Board with their Districts.

Roles and Communications - T or F

From your lens, what is one challenge that we are experiencing which compromises our Code of Conduct, or prevents us from exhibiting the identified characteristics of a great board?

Current Challenges



- ▶ What exists in our current policies that permits us to regulate/solve the challenges identified?
- ▶ What additional policy, practice, or process could be implemented to regulate/solve the challenges identified?

Solutions

Next Steps

THIS PAGE INTENTIONALLY LEFT BLANK