

SUMMARY FOR JUNE 2024

Office of Racial Equity, Diversity and Inclusion (REDI)



Building DEI Capacity

New Get REDI! Program

On June 5, staff launched a new "Get REDI!" program. Designed to enhance staff access and engagement, this virtual series allows all agency employees to explore and learn about various DEI topics in short 20-minute sessions. Utilizing the interactive "Kahoot!" platform, "Get REDI!" provides a fun and engaging way for participants to join in from anywhere, be it on campus, off campus, in the field, or at home.

The inaugural Get REDI! series offered two participation times, at 10 a.m. and 2 p.m., to maximize attendance opportunities among interested employees. This flexible approach aimed to foster a greater sense of community and inclusivity among the staff. A total of 90 employees participated in the kick-off series.



Valley Water team gathers for annual Pride flag raising event.

CULTURALLY SIGNIFICANT OBSERVANCES RESOLUTIONS	
Adopted on:	Resolution
Jun 11	Declaring June 19, 2024, as Juneteenth Independence Day

PRIDE Flag Raising

On June 4, the PRIDE ERG led Valley Water's annual LGBTQ+ Pride Month Flag Raising ceremony in front of the headquarters building. Vice Chair Santos joined about 50 employees for the event. June is National Pride Month, a time to spotlight LGBTQ+ voices and celebrate LGBTQ+ culture, achievements and activism through organized activities, including film festivals, art exhibits, marches, concerts and other programs throughout the month. Through these efforts, the LGBTQ+ community and its allies aim to elevate LGBTQ+ voices, increase awareness and knowledge on issues of inequality, as well as commemorate the lives lost to violence and the AIDS crisis.

Honoring Diversity



CEO Rick Callender addresses attendees during the Juneteenth celebration.

Annual Taste of Inclusion Joins with Two Other Events

The joint annual Taste of Inclusion, Live Town Hall and Employee Recognition event will be held on June 27. It will be the last event of the fiscal year. This is the first year the three events will merge into a joint event, with the theme "Ebb & Flow." The large in-person event will include a program from Valley Water leaders, annual employee recognition led by the Employee Recognition Committee and community-building through the sharing of various foods provided by employee resource groups.

Building Community

ABE Juneteenth Event

On June 12, the Association of Black Employees (ABE) hosted its annual Juneteenth event at the HQ patio overlooking the pond. This event honors and commemorates the historic day that marks the effective emancipation of the last enslaved African Americans in Texas, two years after the Emancipation Proclamation. Staff joined ABE for a joyous celebration filled with music, food, and friendships. The ABE program included educational information on Juneteenth, live entertainment and ice cream provided by partner ERG Network and Activities for Parents (NAP).

Green Team Restoration Week

In celebration of the third annual Making a Difference Week, the Green Team ERG led a restoration service project event on June 18. Twenty Valley Water volunteers assisted with removing invasive plants at Valley Water's Cross Valley Pipeline Project site.



JUNE: ERG AND REDI PARTICIPATION NUMBERS		
Date	Event/Activity	Attendees
FY24 Previous Quarters		6,720
June 4	PRIDE Flag Raising Event	50
June 5	Get REDI	90
June 12	ABE Juneteenth & NAP Ice Cream Social	80
June 18	GT Restoration Week Event	16
June 27	Taste of Inclusion	NA
June Total (To Date):		236
FY 2024 Total (To Date):		6,956

American Cultural Foundation in Washington, D.C. The non-profit foundation champions efforts to honor the past, celebrate the present, and build for the future. Today, an estimated 11.8 million Americans of French or French-Canadian descent live in the U.S.



South Asian Heritage Month

Primarily observed in Canada and the UK but gaining increased traction in other countries, including the United States, the observances began in the 1990s. It honors and appreciates South Asian history and culture and raises awareness of the rich cultural legacy of individuals with origins in South Asian countries. The timing of the observance respects the tradition of the South Asian solar calendar, which contains several significant dates, including the independence days of Bhutan, India, Maldives and Pakistan.

July Cultural Observances

Heritage months provide opportunities for education and reflection while celebrating and honoring the many accomplishments and contributions various communities have made to our history, culture, economy, civic life, and more. These observances are critical in creating space to elevate marginalized community stories and contribute to the advancement of equity, inclusion and belonging.



Disability Pride Month

The observance originally honored the Americans with Disabilities (ADA) Act, enacted on July 26, 1990. The first celebration was held in Boston in 1990, Disability Pride Day. Today, many cities across the United States recognize Disability Pride Month, as well as countries like the UK, South Africa, and others. In addition to celebrating the anniversary of the ADA, nationwide events seek to empower people with disabilities to take pride in who they are. The 2024 theme is "We want a life like yours" to raise awareness about the disability community's dream and continued pursuit of access to life experiences often denied to them.



French American Heritage Month

The observance was established to honor the contributions of people of French descent to U.S. history, politics, culture, and the arts among other areas. Efforts that led to the recognition of the observance began in 1998 with the establishment of the French-

CULTURALLY SIGNIFICANT DATES	
<i>This list only includes official observances, culturally significant, and secular festivities and may not be a complete list.</i>	
July 4	Independence Day
July 14	International Non-Binary People's Day
July 18	Nelson Mandela Intenational Day
July 26	Disability Independence Day
July 28	Parents' Day

RELIGIOUS HOLIDAYS AND OBSERVANCES	
<i>Religious practices or obligations may limit an individual's ability or availability to engage in some activities during the observance period.</i>	
July 7-8	Hijri New Year* (Islamic New Year)
July 9	Martyndom of the Bab
July 13	Kalimat
July 16	Day of Ashura*
July 21	Asalha Puja/Dharma Day
July 23	Pioneer Day
July 24	Tamuz Fast

*Holidays that begin at sundown the day before