

SUMMARY FOR QUARTER 4 (APRIL-JUNE 2023)

Office of Racial Equity, Diversity and Inclusion Quarterly Update



Beyond Compliance

DEI Five-Year Strategic Master Plan Process

An update on the final draft of the Diversity, Equity and Inclusion (DEI) Five-Year Strategic Master Plan Recommendations Report was presented to the Diversity & Inclusion (D&I) Ad Hoc Committee on May 26, 2023. The consultant, the Cordoba Group will finalize the master plan recommendations report approved by the D&I Ad Hoc Committee for delivery to the Board of Directors this Fall. In addition, the consultant will prepare an Equity Action Plan template to facilitate the implementation of the master plan.

Honoring Diversity

CULTURALLY SIGNIFICANT OBSERVANCES RESOLUTIONS	
Adopted on:	Resolution
Apr. 11	Declaring April 22 as Earth Day
Apr. 11	Declaring April 24 as Genocide Remembrance Day
Apr. 25	Declaring May 2023 as Asian American & Native Hawaiian/Pacific Islander Heritage Month
Apr. 25	Declaring May 2023 as Jewish American Heritage Month
May 23	Declaring June 2023 as PRIDE Month
May 23	Declaring June 2023 as Caribbean American Heritage Month
May 23	Declaring June 19 as Juneteenth Day

Building DEI Capacity

Conscious Conversations Training with Circle Up Education

Twelve Valley Water staff members completed the two-part training series Conscious Conversations, provided by Circle Up Education on March 29 and April 10. Participants learned effective and proven techniques to interrupt unconscious and unintentional discrimination by learning to call people in versus calling them out. The intent of this training was to empower staff members to become active advocates and allies in advancing diversity, equity, and inclusion at Valley Water and beyond.

Racism Uncovered with Circle Up Education

On May 2 and 4, 19 staff members participated in the Racism Uncovered training series facilitated by Circle Up Education. This awareness-building session helped participants deepen their understanding of racism, implicit/explicit bias, power and privilege, as well as racial hierarchies. The goal of this series was to help participants better understand the dynamics of racism and the privilege-based power they can leverage to disrupt racism.

Environmental Justice Training with the Shipley Group

Thirteen Valley Water staff members completed a five-hour virtual introductory environmental justice (EJ) training on June 1, 2023. Participants gained a broad understanding of current federal and state EJ regulations and implications for agencies, learned about the EJ analysis process and documentation, and reviewed the community engagement process and strategies in alignment with EJ. The information gained was used to develop additional EJ resources for staff and strengthen current Valley Water EJ processes. A recording of the training and resources were also shared with all employees through News You Can Use, with an additional 21 views.

REDI, ERGs and Valley Water Staff Attended Annual Government Alliance for Race & Equity Members Meeting

The Government Alliance for Race & Equity's (GARE) annual member's meeting was held in Oakland, California on June 14 and 15. Valley Water's Office of Racial Equity, Diversity & Inclusion (REDI) coordinated the

participation of a Valley Water group including employee resource group (ERG) leaders and Human Resources representatives to participate in this year's conference "Governing for All: California." This was a great opportunity for staff to learn and meet other DEI practitioners in the field from national and local agencies. Workshop topics ranged from building equity in budgeting, the importance of data to support DEI work and best practices to advance DEI in government.



Valley Water representatives gathered during the opening ceremony of GARE's 2023 Convening.

Building Community

NAP's Annual Book & Clothing Exchange

Seventy-five Valley Water staff participated in the Annual Book & Clothing Exchange event hosted by the ERG, Network and Activities for Parents (NAP). This much anticipated annual event is a chance for colleagues to share and exchange items with others, from books to gently used clothes and accessories for kids, adults, and pets.

Annual Earth Day Event with the Green Team

The Green Team ERG hosted its annual Earth Day Celebration on April 20, 2023. One hundred and thirty-nine Valley Water employees enjoyed a vegetarian BBQ, BioBlitz competition, and environmental education booths. Some attendees also had the opportunity to test-drive an electric vehicle.



Staff engaging with the various vendors in attendance of the event.

APRG Leads Asian American & Native Hawaiian/Pacific Heritage Month Activities

To honor Asian American & Native Hawaiian/Pacific Islander Heritage Month (AANHPI) the Asian Pacific Resource Group (APRG) led several activities during the month of May. Activities included a brief presentation about AANHPI during the All-Employee Town Hall meeting, a movie screening of "Donut King," the distribution of treats and a recipe book, and end-of-the-year APRG members gathering to announce the new Board members.

Pride’s Annual Pride Month Flag Raising

On May 31, 2023, the PRIDE ERG led Valley Water’s annual Pride Month flag raising ceremony in front of headquarters. Eighty-six participants enjoyed rainbow-colored popsicles as they joined Pride ERG members on a Pride walk around the pond.



Staff posing in front of HQ during the flag-raising ceremony, before they walked around the pond.

2nd Annual Making a Difference (MAD) Week Event Hosted by the Green Team

Nineteen Valley Water staff joined the Green Team ERG on June 6 for their second annual Making a Difference Week service project. Volunteers joined this global restorative action movement led by the Society for Ecological Restoration and assisted with the removal of invasive plants at Valley Water’s Cross Valley Pipeline Project site.

ABE’s Music by the Pond Resumes in Celebration of Juneteenth

On June 21, 2023, the Association of Black Employees (ABE) hosted its annual Juneteenth event commemorating the historic day marking the emancipation of enslaved African Americans. Staff joined ABE for a joyous celebration filled with music, food, and friendship. ABE started the program with background information on Juneteenth and musician Jonny Reason provided the entertainment at the HQ patio overlooking the pond.



Staff dancing to the beats by Jonny Reason at HQ patio.

NAP’s Summer Ice Cream Social

The Network and Activities for Parents (NAP) held their annual Ice Cream Social in conjunction with ABE’s Juneteenth Event. NAP provided participants with ice cream treats to celebrate the school year’s end and welcome summer.

Annual Taste of Inclusion Event Closes the Fiscal Year

The annual Taste of Inclusion & Live Town Hall was the last event of the fiscal year. This was the second year that the two events came together collaboratively, with the theme “We Make Water Work.” The large in-person event included updates from Valley Water leaders, various food provided by the ERGs, as well as Health & Wellness games.



Staff enjoying the food, activities, and presence of each other.

Q4: ERG AND REDI PARTICIPATION NUMBERS

Date	Event/Activity	Attendees
FY23 Previous Quarters		4,781
Apr. 6	Women of Water’s Walk on the Wild Side	6
Mar. 29 & Apr. 18	Conscious Conversations Training Series	12
Apr. 19	Network and Activities for Parents’ Annual Books & Clothing Exchange	75
Apr. 20	Green Team’s Annual Earth Day Event	139
May 2 & May 4	Racism Uncovered Training Series	19
May 11	All Employee Town Hall Presentation: Green Team & Asian Pacific Resource Group	409
May 16 & May 18	Asian Pacific Resource Groups’ AANWPI Heritage Month Movie Screening	21
May 24	Asian Pacific Resource Groups’ AANHPI Heritage Month Activity	50
May 24	ERG Leaders Meeting	24
May 31	Annual Pride Month Flag Raising & Pride Walk	86
Jun. 1	Environmental Justice Training	13
Jun. 6	Green Team’s MAD Week Event	19
Jun. 14 & Jun. 15	Governing for All: California (GARE Conference)	10
Jun. 21	Association of Black Employee’s Music by the Pond Juneteenth Celebration	147
Jun. 21	Network and Activities for Parents’ Summer Ice Cream Social	147
Jun. 28	All Employee Meeting & Taste of Inclusion Event	312
Q4 Total:		1,489
FY 2023 Total:		6,270

LOOKING AHEAD

REDI & ERG Events

- JUL NAP Inaugural Backpack Drive
- AUG PRIDE Silicon Valley Pride Parade participation
- SEP OLA Annual Hispanic Heritage Month Event
- SEP APRG Mid Autumn Festival Event

Resolutions for Culturally Significant Observances

- SEP 12 Declaring September 15 – October 15, 2023, Chicano/Hispanic/Latino Heritage Month
- SEP 26 Declaring October 2023, LGBTQIA2S+ History Month
- SEP 26 Declaring October 2023, German American Heritage Month
- SEP 26 Declaring October 2023, Italian American Heritage Month
- SEP 26 Declaring October 2023, Polish American Heritage Month
- SEP 26 Declaring October 2023, Filipino History Month
- SEP 26 Declaring October 2023, Disability Employment Awareness Month