

SUMMARY FOR OCTOBER 2024

Office of Racial Equity, Diversity and Inclusion (REDI)



Beyond Compliance

Valley Water Stands United Against Hate

Staff collaborated to design and implement a social media campaign for United Against Hate Week from September 21-27 aimed at building support and solidarity with the community against all forms of hate. The initiative enabled everyone to participate regardless of whether they work in an office or in the field. Employee images holding United Against Hate signs were shared via various social media channels throughout the week.



Rick Callender joins the United Against Hate Week campaign



Staff show their support for United Against Hate Week

Get REDI! with Ability Awareness

On October 16, staff hosted a "GET REDI!" session in collaboration with the Ability Awareness Employee Resource Group (ERG). Employees had the opportunity to participate in a fun and interactive Kahoot! trivia game focused on disability awareness, highlighting key topics such as accessibility, reasonable accommodations, and the Americans with Disabilities Act (ADA). The GET REDI! sessions educate, engage and provide insights on how to foster a more inclusive workplace where everyone feels they belong.

THEME: ABILITY AWARENESS

WEDNESDAY, OCTOBER 16 VIA ZOOM

10:00 AM OR 2:00 PM [HTTPS://VALLEY WATER.ZOOM.US /J/85458259825](https://valleywater.zoom.us/j/85458259825)

Brought to you by: Office of Racial Equity, Diversity and Inclusion (REDI)

Promotion for October 16 Get REDI! Session

Creating a Safe Workspace for All

International Pronouns Day is observed annually on the third Wednesday of October, offering an opportunity to raise awareness and educate about the importance of pronouns in respecting individual identities. The goal is to foster a sense of belonging by demonstrating respect, sharing knowledge, and promoting the use of personal pronouns. This year, Valley Water built on previous efforts to create a safe and inclusive workplace by introducing pronoun buttons as a simple and effective way to raise awareness. Staff can choose to wear the buttons on outerwear or display them outside their seating area as a way of creating Safe Spaces.



Valley Water mascot H2COOL shares preferred pronouns

Building Community

OLA Continues the Hispanic Heritage Month Celebrations

The Organization for Latino Affairs (OLA) employee resource group (ERG) celebrated Hispanic Heritage Month (HHM) by showcasing the creativity and talent of Chicano, Hispanic, and Latino artists. As part of the celebration, they hosted an in-person speaking engagement with local artist Elizabeth Jimenez-Montelongo in the HQ Boardroom.



Artist Elizabeth Montelongo with OLA VP Adelina del Real

The month-long celebration concluded with a lively salsa contest, inviting staff to participate in a friendly competition while embracing the vibrant flavors and culinary traditions of Hispanic culture. OLA's Salsa Fest featured salsa music, along with the opportunity to sample and enjoy a variety of homemade salsas.

WOW Professional Development Series

Women of Water (WOW) ERG hosted the first session of a three-part professional development series to educate, empower and unite in overcoming inner saboteurs. The theme was Calm Waters, Strong Currents: Mastering the Ebbs and Flows of Inner Saboteurs. The session was facilitated by Angela Migliaccio, a coach and leadership facilitator.

Profession Development Series:
Calm Waters, Strong Currents:
Mastering the Ebbs and Flows of Inner Saboteurs





with guest facilitator
Angela Migliaccio

Join WOW for a three-part series to educate, empower, and unite in overcoming inner saboteurs

Tuesday, October 15 12-1 pm (Virtual)
Wednesday, October 23 11:30- 1 pm (in-person)
Tuesday, November 5 12- 1 pm (Virtual)

WOW's professional development workshop series

Green Team Fall Hike

On October 19, the Green Team ERG led an outdoor hiking event at Almaden Quicksilver Park that included staff, friends and furry friends. This was an opportunity to bond with colleagues while enjoying the outdoors.

Indo-American Association Diwali Event

On October 22, Indo-American Association (IAA) hosted their much anticipated Diwali event. The celebratory event to honor the Festival of Lights included staff adorned in colorful traditional clothing and delectable Indian treats.

OCTOBER: ERG AND REDI PARTICIPATION NUMBERS		
Date	Event/Activity	Attendees
FY 25 Previous Months Total:		1,387
Oct. 3	OLA's Artist Talk with Elizabeth Montelongo	25
Oct. 10	OLA's Salsa Contest	109
Oct. 16	GET RED!! with Ability Awareness	73
Oct. 15 & 23	WOW Professional Development Session	NA
Oct. 19	Green Team Fall Hike	NA
Oct. 22	IAA Diwali Celebration	NA
Oct. 24	Disability Employment Awareness Month Event by Ability Awareness	NA
October Total:		NA
FY 2025 Total (To Date):		1,574

November 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.

Native American Heritage Month

National Native American Heritage Month is a time to honor the traditions, languages and stories of Native American, Alaska Native, Native Hawaiian, and affiliated Island communities. It provides an opportunity to raise awareness and help ensure the rich histories and cultures of First Peoples continue to thrive. The effort to secure a day of recognition for First Peoples began in the early 1900s and culminated in the official establishment of Native American Indian Heritage Month through a joint resolution signed by President George H. Bush in 1990. Now known as Native American Heritage Month, this year's theme is "Confronting Challenges and Forging New Paths," encouraging us to educate ourselves about the rich heritage of Native communities and the ongoing challenges they face.

Military Family Appreciation Month

Military Family Appreciation Month was established in 1993 by the Armed Services YMCA, and since then, the U.S. government has officially recognized it annually. It is an opportunity to acknowledge and honor the tremendous sacrifices military families make in support of service personnel and the nation.

CULTURALLY SIGNIFICANT DATES	
<i>This list only includes official observances, culturally significant, and secular festivities and may not be a complete list.</i>	
Nov. 1	Diwali
Nov. 1-2	Día de Muertos (Day of the Dead)
Nov. 9	World Freedom Day
Nov. 11	Veteran's Day
Nov. 16	International Day of Tolerance
Nov. 20	Transgender Remembrance Day
Nov. 28	National Day of Mourning
Nov. 29	American Indian Heritage Day
Nov. 29	International Day of Solidarity with the Palestinian People

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>	
Nov. 1	All Saints' Day
Nov. 1	Diwali
Nov. 1	Bandi Chhor Divas
Nov. 6	Gyana Panchami
Nov. 15	Birthday of Guru Nanak Dev Sahib
Nov. 24	Martyrdom of Guru Tegh Bahadur Sahib
Nov. 24	Covenant Day*
Nov. 26	Ascension of Abdul-Baha*
Nov. 29	Sigd*

*Holidays that begin at sundown the day before