



Santa Clara County Sheriff Transparency Group

Non-Gov't affiliated community group for law enforcement leaders' accountability

March 13, 2024

RE: Ms. Rebecca Eisenberg, SCVWD Board Member

Dear Members of the Santa Clara Valley Water Board,

Our group is aware that many in our community are disgusted with the racist, abusive, and sexist behavior of Director Rebecca Eisenberg. On behalf of the SCC Sheriff Transparency Group, we demand that she be held accountable for her behaviors and call for her censorship and resignation.

We understand that a 3rd party Investigator has substantiated several claims of many actions, stated by Ms. Eisenberg during meetings which included:

Ms. Eisenberg statement to the CEO, Mr. Rick Callendar of Santa Clara Valley Water Board, that she is 'his overseer'.

Knowing the inflammatory etymology of the word she uses, which is ***one who superintends workmen;*** ***especially with reference to slavery, "one who has charge, under the owner or manager, of the work done on a plantation."*** [overseer | Etymology of overseer by etymonline](#)

Ms. Eisenberg is well-educated, an attorney, and an accomplished businesswoman with an impressive background. We **HIGHLY** doubt she did not know or understand the origins of the word she carefully selected to utilize. This was used as a form of racial dominance and power over a black man.

In addition, other actions in the form of age, sex and race discrimination substantiated included, but not limited to:

Ms. Eisenberg's verbal attack against an Asian board member derogatorily characterizes her use of English as a second language. Eisenberg's statement to Director Nai Hsueh ("Hsueh"), "English isn't your first language so I want to make sure you understand," in a June 30, 2023, Board Policy and Planning Committee ("BPPC")

meeting, was an act of national origin-based discriminatory harassment, as defined by SCVWD policies. Substantiated.

Ms. Eisenberg's continued use of gender 'bashing' in reference to saying the men "love to build things and use concrete," and flooding exists because of all the concrete poured by "men engineers" was an act of sex discrimination or discriminatory harassment, as defined by SCVWD policies. Substantiated as Discriminatory Harassment.

Ms. Eisenberg's statement that she is the only "Non-Boomer on the Board and it shows" was an act of age discrimination or discriminatory harassment, as defined by SCVWD policies. Substantiated as Discriminatory Harassment.

Ms. Eisenberg created a hostile work environment for, or engaged in abusive conduct toward, Callender, in violation of SCVWD policies. Substantiated as Abusive Conduct.

Her unwelcomed, unsolicited, unprofessional, unethical, and illegal verbal attacks on ***Black men, Latino men, Asian men and women, and multiple employees SHOULD not go without strong punishment.***

We stand with the Silicon Valley NAACP and ALL other Organizations/Groups/Individuals demanding that Ms. Eisenberg be censured and that she resign. We also call for additional investigations to remove her from office should she not take it upon herself to resign from her position. **We will not rest in the pursuit of justice until Ms. Eisenberg is HELD accountable or until she accepts responsibility for the complaints that were substantiated against her.**

The SCVWD employees, the entire community, and her constituents, **which include MANY members of our group deserve the right people in office.** People who have a complete understanding and respect for diversity, equity, and inclusion which serves to include all members of our community. Thank you for your consideration of our Group's requests.

Respectfully,

Tina, *Community Transparency Advocate*
SCC Sheriff Transparency Group
sccsherifftransparencyinfo@gmail.com