

## Beyond Compliance

### REDI Insights Monthly Theme: Privilege

This month, "REDI Insights" focused on privilege, which is shaped by the intersectionality of social identity constructs and access to opportunities, protections and advantages. While conversations about privilege are often challenging, staff was taught about the importance of learning to recognize cognitive triggers that need to be disrupted, the connection between privilege and power and our ability to leverage our privilege to reshape societal norms to broaden access to opportunities for all. Learning was reinforced through various channels, including the monthly town hall and internal communications.

## Honoring Diversity

### Beading Circle with Ohlone Cultural Bearers

This month, Ohlone Culture Bearer and language keeper, Monica V. Arellano shared her knowledge and culture with Valley Water employees. Workshop attendees learned about the lands of the Muwekma Ohlone Tribal Band of the San Francisco Bay as they engaged in hands-on projects led by Ohlone leaders on March 18 and 19.

### Nowruz Event

In recognition of Nowruz, also known as the Persian/Iranian New Year, staff volunteers planned an event to welcome the start of spring and the new year. The event will be held on March 25. Attendees will learn about the observance while enjoying traditional Persian pastries and tea.

## Building REDI Capacity

### WOW Honors Women's History Month

The Women of Water ERG celebrated Women's History Month, a time to recognize and honor the contributions of women to our



society and throughout history. This year, the theme "Moving Forward Together! Women Educating & Inspiring Generations", celebrates the powerful influence of women who have dedicated their lives to education, mentorship, and leadership." WOW leadership spoke about Women's History Month to 540 attendees during the All-Employee Town Hall, hosted a film screening attended by 11 members on March 11, and will hold their final Women's History Month event on March 27.

## Spring Clothing & Book Exchange

The Network and Activities for Parents (NAP) ERG, in collaboration with the Green Team ERG, is hosting its annual Spring Clothing & Book Exchange from March 25 through March 27. This NAP-led annual event encourages Valley Water employees to reduce, reuse and recycle. Employees are encouraged to donate clothing and books in good condition that they no longer need, want or use. In exchange, employees can look through the donations and take items they can use, extending the useful life of items and preventing them from going to landfills. Unclaimed items will be donated to a local non-profit.

### MARCH 2025: ERG AND REDI PARTICIPATION NUMBERS

Date	Event/Activity	Attendees
FY 25 Previous Months Total:		3,724
Mar. 11	WOW Members Film Screening	11
Mar. 13	All Employee Town Hall	540
Mar. 13	ERG Leaders Quarterly Meeting	TBD
Mar. 25	Nowruz Event	TBD
Mar. 18-19	Ohlone Cultural Circles	TBD
Mar. 25-27	NAP& GT Clothing & Book exchange	TBD
Mar. 27	WOW Women's History Month Event	TBD
February 2025 Total:		TBD
FY 2025 Total (To Date):		4,275

## April Cultural Observances

Cultural 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 essential for creating space to elevate the stories of marginalized communities and for advancing equity, inclusion and belonging.

### Autism Awareness Month

Autism Awareness Month began in 1970 to raise awareness about the challenges faced by individuals on the autism spectrum. Initially centered on education and public understanding, it has evolved into a global initiative advocating for acceptance, inclusion, and support for those with autism. The month serves as a platform to promote understanding, reduce stigma, and highlight the strengths and potential of people with autism. Its importance lies in fostering a society that embraces neurodiversity, ensuring equal opportunities and support for all individuals, regardless of their differences. This year's theme is "Celebrate Differences."



Autism Awareness Month



Arab American Heritage Month



Southwest Asian & North African Heritage Month



Scottish-American Heritage Month

## Arab American Heritage Month

Arab American Heritage Month honors the rich cultural, historical, and social contributions of Arab Americans to society. This year's theme is "Honoring the Past, Inspiring the Future." Although the month is not widely recognized as a national observance, it was first acknowledged by the Department of State in 2021. Since the early 2000s, it has gained momentum through grassroots efforts and local initiatives. The month highlights the diversity within Arab communities, celebrating achievements in fields ranging from the arts to science and fostering a deeper understanding of Arab culture and history. Its importance lies in challenging stereotypes, promoting cultural awareness, and advocating to improve the representation and inclusion of Arab Americans in all aspects of society.

## Southwest Asian & North African Heritage Month

Southwest Asian and North African (SWANA) Heritage Month, also known as Middle Eastern and North African Heritage Month (MENA), honors the cultures, histories, and contributions of people from the SWANA region, which includes countries from the Middle East, North Africa, and Central Asia. Although the observance is relatively new, it reflects growing recognition of the diversity and significance of these communities in the United States. The month aims to raise awareness, challenge stereotypes, and celebrate the achievements of individuals of SWANA descent in arts, politics, and science. Its importance lies in fostering inclusion, amplifying marginalized voices, and promoting cultural understanding in an increasingly globalized world. This year's theme is "Roots and Routes: Tracing Homelands and Histories."

## Scottish-American Heritage Month

Scottish-American Heritage Month honors the contributions and rich history of Scottish Americans in the United States. Scottish American groups began advocating for the observance as early as 1998. The first official act towards recognition occurred in 2005, when the U.S. House of Representatives designated April 6 National

Tartan Day. While the first documented Scottish immigrant arrived on the Mayflower in 1620, Scots began to come in more significant numbers starting in the late 1700s. Their impact and that of their descendants expanded to American culture, shaping the nation's political landscape and influencing the arts and industry. The observance is important for fostering a deeper appreciation of cultural diversity in the U.S., celebrating the Scottish-American legacy, and recognizing the shared history that has helped shape the country.

### CULTURALLY SIGNIFICANT DATES

*This list only includes official observances, culturally significant, and secular festivities and may not be a complete list.*

Apr. 6	Tartan Day
Apr. 11	Day of Silence
Apr. 13-15	Songkran Festival (Thailand)
Apr. 13-16	Thingyan Festival (Myanmar New Year)
Apr. 13-19	Pan America Week
Apr. 22	International Mother Earth Day
Apr. 24	Genocide Remembrance Day (California)
Apr. 24*	Yom HaShoah (Jewish Holocaust Remembrance Day)

### RELIGIOUS HOLIDAYS AND OBSERVANCES

*Religious practices or obligations may limit an individual's ability or availability to participate in some activities during the observance period.*

Apr. 4	Navapad Oli begins
Apr. 6	Ram Navami
Apr. 7	Annunciation - Orthodox
Apr. 10	Mahavir Janma Kalyanak
Apr. 12*	Passover/Pesach begins
Apr. 13	Palm Sunday
Apr. 14	Vaisakhi
Apr. 17	Maudy (Holy) Thursday
Apr. 18	Good Friday
Apr. 18	Birth of Guru Angad Dev
Apr. 20	Easter
Apr. 20	Pascha
Apr. 20	Ridván begins
Apr. 23*	Yom HaShoah
Apr. 26	Laylat al Qard

\* Holidays that begin at sundown the day before

^ Day may vary by 1-2 days based on astrological factors (e.g., sighting of the first moon)

### LOOKING AHEAD

#### Upcoming March Events

- **Apr. 23** Earth Day Event