

**BOARD OF DIRECTORS  
SANTA CLARA VALLEY WATER DISTRICT**

**RESOLUTION NO. 24-**

**DECLARING SANTA CLARA VALLEY WATER DISTRICT'S 2025 CULTURALLY  
SIGNIFICANT OBSERVANCES MONTHLY CALENDAR**

WHEREAS, the Santa Clara Valley Water District (Valley Water) is committed to creating an inclusive work environment that reflects and supports the community's diversity and enriches our perspectives (Governance Policy 7.7); and

WHEREAS, it is the vision of Valley Water to bring together diverse perspectives and backgrounds to promote the understanding, valuing, acceptance, and leveraging of diverse cultures, experiences, knowledge, lifestyles, and perspectives to enhance the delivery of products and services to the community; and

WHEREAS, Valley Water, in partnership with employee resources groups (ERGs), leads the acknowledgment of and provides educational opportunities to honor monthly culturally significant observances to raise awareness, educate, and build community among employees; and

WHEREAS, the annual observance of culturally significant months is supported by the Ability Awareness Group, Asian Pacific Resources Group, Association of Black Employees, Classic Vinyl, Developing and Recognizing Y-Gen Professionals, Green Team, Indo-American Association, Network & Activities for Parents, Organization for Latino Affairs, PRIDE, Veterans Awareness Group and Women of Water ERGs; and

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District hereby creates, establishes, and declares the 2025 Culturally Significant Observances monthly calendar, in alignment with federal, state, and other official observances, as follows:

- Black History Month, February 2025
- Women's History Month, March 2025
- Irish-American Heritage Month, March 2025
- Greek American Heritage Month, March 2025
- Celebrate Diversity Month, April 2025
- Arab American Heritage Month, April 2025
- Scottish-American Heritage Month
- Southwest Asian and North African Heritage Month, April 2025
- Autism Acceptance Month, April 2025
- Older Americans Month, May 2025
- Asian American and Native Hawaiian/Pacific Islander Heritage Month, May 2025
- Jewish American Heritage Month, May 2025
- Military Appreciation Month, May 2025
- LGBTQIA2S+ PRIDE Month, June 2025
- Caribbean American Heritage Month, June 2025
- Portuguese American Heritage Month, June 2025
- Immigrant Heritage Month, June 2025
- Disability Pride Month, July 2025
- French American Heritage Month, July 2025

South Asian Heritage Month, July 18 – August 17, 2025  
Black Business Month, August 2025  
Chicano/Hispanic/Latino Heritage Month, September 15 – October 15, 2025  
Disability Employment Awareness Month, October 2025  
Italian American Heritage Month, October 2025  
German American Heritage Month, October 2025  
Filipino Heritage Month, October 2025  
LGBTQIA2S+ History Month, October 2025  
Native American Heritage Month, November 2025  
National Veterans and Military Families Month, November 2025

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on December 10, 2024.

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

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Chair, Board of Directors

ATTEST: MICHELE L. KING, CMC

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Clerk, Board of Directors