

## Michele King

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**From:** Ray Montgomery <rev.rfmont@gmail.com>  
**Sent:** Wednesday, March 13, 2024 4:05 PM  
**To:** Board of Directors  
**Subject:** Valley water

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Dear Board of Directors,

I am writing to denounce the actions and behavior of Valley Water Director Rebecca Eisenberg. Her discriminatory and racist behavior has caused the community and I grave concerns about the leadership at the Valley Water District. Her poor conduct exhibited in the comments targeting Black men, Latino men, Asians, and other individuals of color is not only divisive but sets the progress that we have made for racial equity in Santa Clara County back. These remarks are offensive and also completely unacceptable for anyone but especially from someone in a position of authority. The evidence presented, including recorded meetings and third-party investigations, clearly demonstrates Director Eisenberg's pattern of discriminatory behavior. From derogatory remarks to inappropriate requests targeting fellow board members and staff, her actions have created a toxic and hostile environment within Valley Water.

I urge the Board of Directors to take immediate action to censure Director Eisenberg and call for her resignation during the upcoming meeting on Thursday, March 14, 2024. It is imperative that we do not tolerate racism or bigotry in any form, especially from those who are entrusted to serve our community. It's important to send a clear message that discrimination and bigotry have no place within Valley Water or any public institution. It is time to stand up against racism and ensure that our community is governed by individuals who uphold the principles of fairness, respect, and equality for all. The employees and the entire community deserve better than people like this in office.

Thank you for your attention to this matter. I trust that you will act swiftly and decisively to address these concerns and defend the integrity of Valley Water.

Sincerely,

Rev. Ray F. Montgomery  
Community Leader  
Sent from my iPhone