

SUMMARY FOR JANUARY 2025

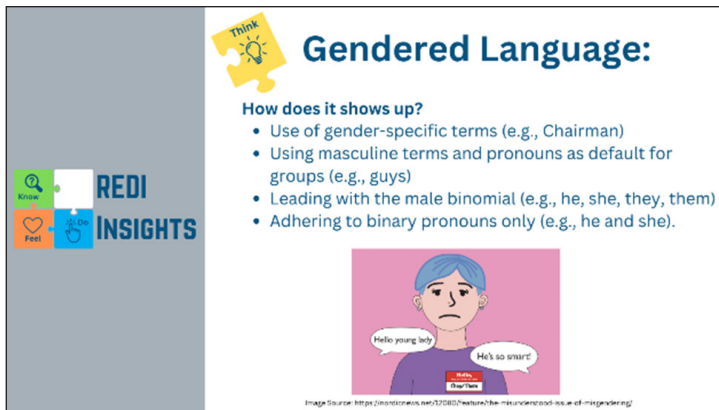
Office of Racial Equity, Diversity and Inclusion (REDI)



Beyond Compliance

New REDI Insights Initiative

This month, staff launched “REDI Insights,” a new monthly educational series aimed at promoting a culture of respect and inclusion across Valley Water by 1) increasing knowledge and awareness, 2) encouraging critical thinking, 3) building empathy, and 4) inspiring meaningful action among staff to foster equity, diversity and inclusion. During the All Employee Town Hall meeting in January, 489 employees were introduced to the topic, “Gendered Language.”



Slide from the Gendered Language content series.

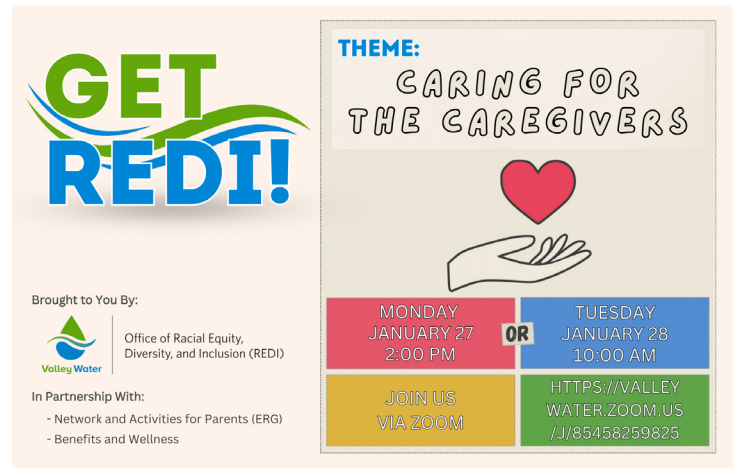


Valley Water Joins the Equity in Infrastructure Program (EIP) Coalition

On January 14, the Board granted the CEO or their designee the authority to sign the EIP Pledge and thereby join the EIP coalition. The coalition includes 74 public and private agencies at both the federal and state levels. In doing so, Valley Water joins 12 other Bay Area agencies in a joint commitment to sign the Pledge aiming to decrease the racial wealth gap by improving equitable access to contracting opportunities for historically underutilized businesses including Small Business Enterprises (SBEs). Valley Water has already taken steps to broaden participation by SBEs, and by signing the EIP Pledge, we reaffirm our commitment to diversity, equity and inclusion.

JANUARY 2025: ERG AND REDI PARTICIPATION NUMBERS		
Date	Event/Activity	Attendees
FY 25 Previous Months Total:		3,179
Jan. 9	All Employee Town Hall — Gendered Language Presentation	489
Jan. 27 & 28	Get REDI! Caring for the Caregivers	NA
January 2025 Total:		NA
FY 2025 Total (To Date):		3,668

Building DEI Capacity



GET REDI - Caring for the Caregivers

In partnership with the Network and Activities for Parents (NAP) employee resource group (ERG) and the Benefits and Wellness team, a new iteration of our exciting and interactive Kahoot-style trivia series, GET REDI!, was held on January 27 and 28. The series is designed to promote awareness on important REDI topics. This month’s topic on “Caring for the Caregivers” focused on raising awareness about the unique challenges caregivers face balancing home and workplace responsibilities. Staff learned about available resources and how supervisors and peers can support the caregivers on our teams.

Building Community



History Channel short video honoring Martin Luther King, Jr.

ABE MLK DAY

The Association of Black Employees (ABE) employee resource group (ERG) shared a short video in observance of Martin Luther King, Jr. Day, during the January 9 All Employee Town Hall meeting. The short clip shown was “Mountaintop Moments: The Legacy of Dr. Martin Luther King, Jr.” Staff were asked to reflect on their vision for our shared future and the roles each of us plays in shaping a better future for all.



February 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 critical in creating space to elevate marginalized community stories and contribute to the advancement of equity, inclusion and belonging.

BLACK HISTORY MONTH

The observance of Black History Month, also known as National African American History Month, started at Kent University in 1971. It was first proclaimed as a national observance by President Ford in 1976. Black History Month was created to highlight the contributions of African Americans to the United States throughout history. This year the theme is “African Americans and Labor,” focusing on the intersection of working and the collective experience of Black people throughout history.



2024 ABE Black History Month Employee Social

LOOKING AHEAD

Upcoming February Events

- **TBD** Association of Black Employees' Black History Month Activity
- **Feb. 12** Training: Gender Uncovered
- **Feb. 20** Asian Pacific Resource Group's Lunar New Year Event

CULTURALLY SIGNIFICANT DATES

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

Feb. 4	Rosa Parks Day
Feb. 11	International Day of Women & Girls in Science
Feb. 13	Tu Bishvat (Jewish New Year of the Trees—Ecology)*
Feb. 20	World Day of Social Justice

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.

Feb. 1	Imboc [^]
Feb. 2	Setsebun
Feb. 2	Presentation of Jesus at the Temple - Orthodox
Feb. 12	Magh
Feb. 12	Tu Bishvat*
Feb. 13	Lailat al Bara'ah*
Feb. 15	Parinirvana/Nirvana Day
Feb. 25	Ayyam-i-Ha
Feb. 26	Maha Shivratri*
Feb. 29*	Ramadan Begins* [^]

* 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)



2024 APRG Lunar New Year Celebration