

SUMMARY FOR APRIL 2024

Office of Racial Equity, Diversity and Inclusion (REDI)



Building DEI Capacity

First Group of REDI Liaisons Preparing for DEI Action

Valley Water is building a team of REDI Liaisons embedded throughout the organization to assist with implementing, advancing and sustaining Diversity, Equity and Inclusion (DEI) strategic initiatives. This initial group participated in the first session of *Race Forward's Racial Equity Training Series* to allow REDI Liaisons and Employee Resource Group (ERG) Leaders to build their capacity to engage meaningfully with this body of work. This foundational course, "*Building Racial Equity*," provided baseline knowledge while helping participants build a clear understanding of critical concepts, develop skills to engage in constructive conversations on race, provide tools for counteracting bias in the workplace, and enable participants to identify opportunities and strategies for advancing equity within their sphere of influence.

Honoring Diversity

CULTURALLY SIGNIFICANT OBSERVANCES RESOLUTIONS

Adopted on:	Resolution
Apr 9	Declaring April 22 as Earth Day

Building Community

Green Team Annual Earth Day Event

In alignment with the Board's adopted Earth Day Resolution, the Green Team ERG led this year's planning of the Earth Day Celebration at Valley Water. The "Planet v. Plastic" themed event will be held on April 24 on the Administration Patio. It will feature educational booths, an e-waste collection, prize drawings, and a build-your-own veggie bowl food station. As part of the theme, participants are encouraged to bring e-waste for proper disposal, seeds and plants to trade with peers, and their bowls for the food service.



Earth Day Event 2023. Staff engaging with vendors.

NAP Annual Clothing and Book Exchange

The Network and Activities for Parents (NAP) in collaboration with the Green Team ERG will host its annual Spring Clothing & Book Exchange on April 29 through May 2. 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. NAP will donate excess contributions not claimed by employees to an organization that raises funding for Pacific Clinics, a statewide non-profit that helps children and families.



Clothing and Book Exchange 2023. Staff organizing and reviewing the various donated items.

APRIL: ERG AND REDI PARTICIPATION NUMBERS

Date	Event/Activity	Attendees
FY24 Previous Quarters		5,292
Apr 11	All Employee Town Hall Meeting	538
Apr 9 & 16	Building Racial Equity Training by Race Forward	6
Apr 24	Annual Green Team Earth Day Event	TBD
Apr 29- May 2	Annual NAP Clothing & Book Exchange	TBD
April Total:		TBD
FY 2024 Total (To Date):		TBD

LOOKING AHEAD

REDI & ERG May Events

- MAY 22 & 23
Asian Pacific Resource Group's (APRG) Annual Asian American & Native Hawaiian/Pacific Islander Heritage Month Event
- MAY 30
Tribal Leaders Speakers Series Session

May Cultural Observances

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.

ASIAN AMERICAN AND NATIVE HAWAIIAN/ PACIFIC ISLANDERS HERITAGE MONTH

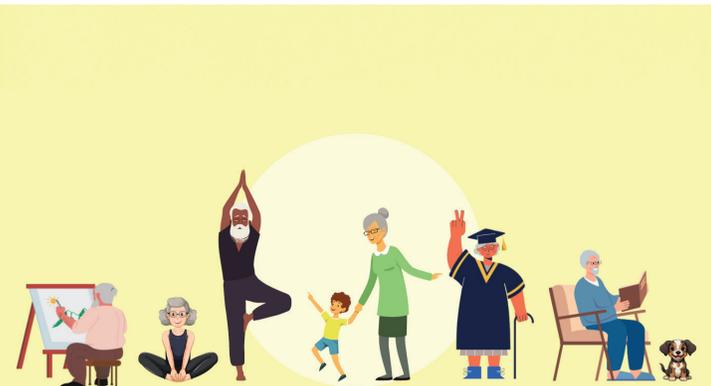
In 1977, U.S. Representatives Frank Horton of New York and Norman Mineta of California introduced a resolution to proclaim the first ten days of May as Asian Pacific Heritage Week. In 2009, then-President Obama signed Proclamation 8369, declaring the month of May as Asian American and Pacific Islander Heritage Month. The month-long celebration honors the many accomplishments of Asian, Native Hawaiian and Pacific Islander Americans.



Asian American and Native
Hawaiian/Pacific Islander Heritage Month

OLDER AMERICANS MONTH

In 1963, President John F. Kennedy proclaimed May as Senior Citizens Month. The historic purpose of this observance was to acknowledge the many contributions of older Americans, especially those who served in the military. Today, it also serves as an opportunity to honor and support the diverse older adults in our communities.



Older Americans Month

JEWISH AMERICAN HERITAGE MONTH

In May 2006, then-President George W. Bush issued the first Jewish American Heritage Month proclamations to recognize and celebrate the contributions and achievements of Jewish Americans in the U.S. In addition, the observance also serves as an opportunity to promote belonging and strengthen cultural heritage among Jewish Americans across the United States.



Jewish American Heritage Month

CULTURALLY SIGNIFICANT DATES

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

May 1	May Day (International Workers' Day)
May 1	Lei Day (Hawaiian Cultural Observance)
May 5	Africa World Heritage Day
May 5	Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples Awareness Day
May 6	Yom HaShoah (Jewish Holocaust Remembrance Day)
May 12	Mother's Day (USA, Canada, New Zealand, South Africa, Brazil, Germany, Japan, Peru, and the Philippines)
May 18	Armed Forces Day
May 21	World Day of Cultural Diversity
May 22	Harvey Milk Day (California)

RELIGIOUS HOLIDAYS AND OBSERVANCES

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

May 1	Beltane
May 3	Orthodox Good Friday
May 5	Pascha
May 5	Yom HaShoah*
May 9	Ascension of Jesus Christ
May 19	Pentecost
May 23	Vesak/Buddha Day
May 23	Declaration of Bab*
May 25	Lag BaOmer*
May 27	Ascension of Baha'u'llah*

*Holidays that begin at sundown the day before