

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

RESOLUTION NO. 24 -

**DECLARING VALLEY WATER'S 2024 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) lead the acknowledgment of and provide 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 Resource Group, Association of Black Employees, Classic Vinyl, Developing and Recognizing Y-Gen Professionals, Green Team, Indo-American Association, Network & Activities for Parents, Organization of Latino Affairs, PRIDE, Veteran Awareness Group and Women of Water ERGs; and

WHEREAS, Valley Water and sponsoring ERGs recognize the lived experiences, histories, and contributions of marginalized groups have often been omitted or suppressed from official histories and that monthly cultural observances serve as a way of elevating and acknowledging these omissions as we, as a society, work towards a more equitable and inclusive society that is fairly represented in our histories, processes, and practices.

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of the Santa Clara Valley Water District hereby creates, establishes, and declares the 2024 Culturally Significant Observances monthly calendar, in alignment with federal, state, and other official observances, as follows:

- Black History Month, February 2024
- Women's History Month, March 2024
- Irish American Heritage Month, March 2024
- Greek American Heritage Month, March 2024
- Celebrate Diversity Month, April 2024
- Arab American Heritage Month, April 2024
- Middle Eastern and North African Heritage Month, April 2024
- Autism Acceptance Month, April 2024
- Older Americans Month, May 2023
- Asian American and Native Hawaiian/Pacific Islander Heritage Month, May 2024
- Jewish American Heritage Month, May 2024
- LGBTQIA2S+ PRIDE Month, June 2024
- Caribbean American Heritage Month, June 2024
- Immigrant Heritage Month, June 2024
- Disability Pride Month, July 2024
- South Asian Heritage Month, July 18 – August 17, 2024
- Chicano/Hispanic/Latino Heritage Month, September 15 – October 15, 2024
- Disability Employment Awareness Month, October 2024
- Polish American Heritage Month, October 2024

Italian American Heritage Month, October 2024
German American Heritage Month, October 2024
Filipino Heritage Month, October 2024
LGBTQIA2S+ History Month, October 2024
Native American Heritage Month, November 2024
Military Families Month, November 2024

PASSED AND ADOPTED by the Board of Directors of the Santa Clara Valley Water District by the following vote on January 9, 2024:

AYES: Directors

NOES: Directors

ABSENT: Directors

ABSTAIN: Directors

SANTA CLARA VALLEY WATER DISTRICT

Chair, Board of Directors

ATTEST: MICHELE L. KING, CMC

Clerk, Board of Directors