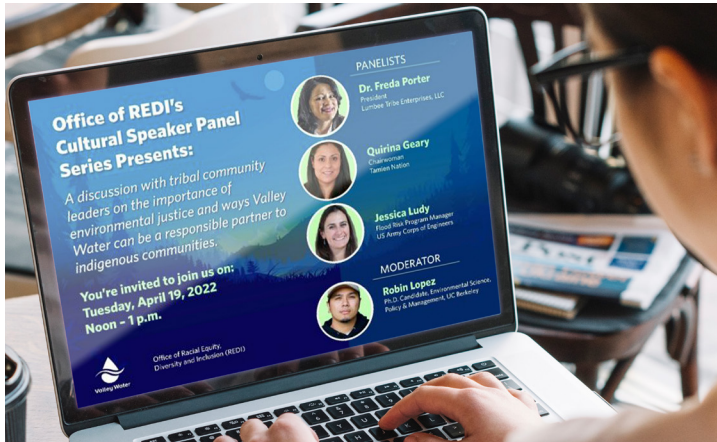


SUMMARY FOR APRIL 2022

## Office of Racial Equity, Diversity &amp; Inclusion



## CULTURAL SPEAKER SERIES CONTINUES



*Cultural Speaker Panel: Environmental Justice through a Tribal Community Lens.*

In April, the Office of Racial Equity, Diversity & Inclusion (REDI) continued its series of cultural speaker panels, this time centered on environmental justice through the perspective of the Native American and Tribal Nations. For this event, the panelists, Dr. Freda Porter, President of Lumbee Tribe Enterprises, LLC; Quirina Geary, Chairwoman of Tamien Nation; Jessica Ludy, Flood Risk Program Manager, US Army Corps of Engineers; and Robin Lopez, Ph.D. candidate, UC Berkeley, discussed the importance of environmental justice and the challenges associated with engaging and working with public agencies. In addition, panelists shared the impacts resulting from early settlers' intentional destruction of culture and land on tribal identity. They also addressed ways in which Valley Water can become a more socially responsible partner to indigenous communities.

Efforts like this cultural speakers panel demonstrate Valley Water's commitment to engaging with Santa Clara County's local tribal communities and building strong stakeholder relationships. Directors Tony Estremera and Richard Santos attended the event.



*Panelists Dr. Freda Porter, Jessica Ludy, and moderator Robin Lopez discussing environmental justice during the latest cultural speaker series*

## RESOLUTIONS

The Office of REDI developed and the Board approved the following resolutions:

- Resolution prepared by the Asian Pacific Resources Group (APRG) proclaiming May as Asian American & Native Hawaiian/Pacific Islander (AANHPI) Heritage Month.
- Resolution proclaiming May as Jewish American Heritage Month.

## EMPLOYEE RESOURCE GROUPS

## Green Team



*The Green Team Earth Day Event Flyer.*

The Green Team's annual Earth Day celebration was held on Thursday, April 21. The virtual event hosted "Zero-Waste Chef" Anne Marie Bonneau as well as trivia games, a sustainable outfit contest, and earth-conscious prizes.



*Guest speaker Anne Marie Bonneau shared ideas about storing food without plastic.*

Anne Marie Bonneau is a cookbook author, blogger, fermenter, and sourdough baker and has lived plastic-free since 2011. Through social media, her blog, and her book, *The Zero-Waste Chef: Plant-Forward Recipes and Tips for a Sustainable Kitchen and Planet*, Anne-Marie shows others how reducing their trash not only benefits the planet but also satisfies their taste buds, improves their well-being and boosts their bank accounts.

During Anne-Marie's talk, she discussed her journey to low waste living and her obsession with all things fermented.

She also offered low-cost, actionable tips for reducing food waste and best practices on breaking up with plastic. Anne-Marie also showed that “zero waste” is above all, an intention, not a hard-and-fast rule.

### Network and Activities for Parents (NAP)

NAP hosted a book and clothing exchange on Thursday, April 28 and celebrated spring-cleaning techniques in which staff exchanged goods at no cost. The timely event occurred after the Green Team’s Earth Day event that promoted the reuse and upcycling of items to reduce waste. This event was also an opportunity for staff raising young children to obtain and trade new clothes for their growing children.

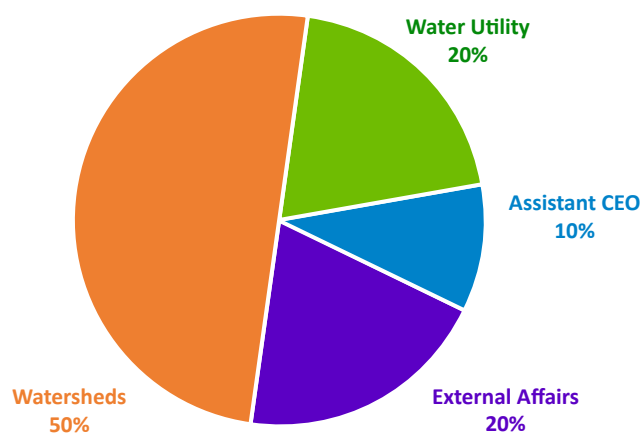


The Network and Activities for Parents (NAP) Book and Clothing Exchange Flyer.

### Organization for Latino Affairs (OLA)

OLA encouraged Valley Water staff to celebrate the Cesar Chavez week of service between March 27 and April 2 by volunteering or donating to local causes. OLA's announcements included a variety of opportunities within Santa Clara County and highlighted the great work of non-profits and community-based organizations. OLA also shared information about the life of Cesar Chavez and the contributions of farmworkers in the United States.

### 2022 CESAR CHAVEZ WEEK OF SERVICE (SELF-REPORT FROM 10 VOLUNTEERS)



OLA's Cesar Chavez Week of Service (March 27 – April 2) Staff Volunteer Outcomes.

### ERG AND REDI PARTICIPATION NUMBERS

DATE	EVENT/ACTIVITY	FY 22 TOTAL ATTENDEES
Total: Jul - Mar		1,867
Apr 7	Tribal Engagement: Tamien Nation	4
Apr 13	Training: Diversity Uncovered	56
Apr 19	Fourth Cultural Speakers Panel - Tribal Environmental Justice	89
Apr 21	ERG Event: Annual Earth Day Celebration	49
Apr 26	Training: Diversity Uncovered	66
Apr 28	ERG Event: NAP Spring Cleaning and Book Exchange	25
TOTAL TO DATE		2,156

### LOOKING AHEAD

#### Trainings

Unconscious Bias Training for Valley Water staff:

All staff:

- Tuesday, May 24

Supervisors/Managers:

- Monday, June 27

Baseline training in Diversity, Equity and Inclusion (DEI):

Leadership Team training dates:

- Friday, May 13
- Tuesday, June 7

Board Members:

- Tuesday, May 26

#### Resolutions

- May: Declaring June 2022 National PRIDE Month
- May: Declaring June 2022 National Caribbean American Heritage Month
- June: Resolution declaring June 19 as Juneteenth Independence Day

#### ERG/REDI Events

- May: Special D&I Ad Hoc Committee Meeting
- May: Asian Pacific Resource Group (APRG) and Indo-American Association (IAA) joint cultural lunch
- May: ERG Leaders Quarterly Meeting
- June: 2022 All Employee Town Hall Meeting & Taste of Inclusion event (6/16/2022)