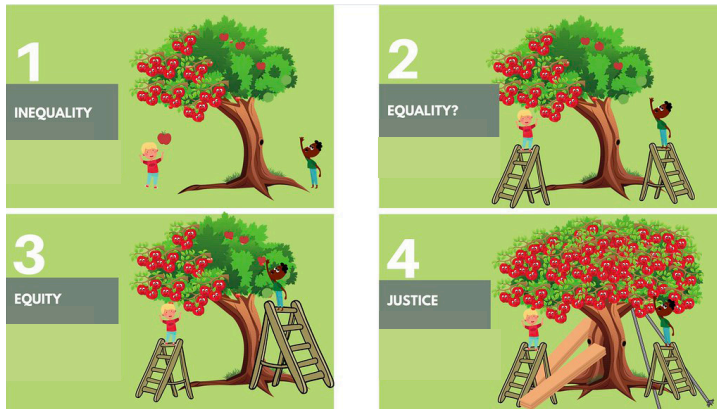


## SUMMARY FOR MAY 2022

# Office of Racial Equity, Diversity & Inclusion



## DIVERSITY, EQUITY AND INCLUSION (DEI) 5-YEAR STRATEGIC MASTER PLAN UPDATE



Source: "Inclusive Leadership," University of Bath.

The DEI Master Plan effort is nearing completion. Interviews have been held with all Valley Water divisions, staff members, Employee Resource Groups (ERGs), Labor Relations and union representatives with final interviews being completed in June. The Masterplan project began last fall and is scheduled to conclude this summer. A draft report is anticipated to be completed by the end of July.

## RESOLUTIONS

This past month the Board approved three new resolutions. The staff coordinated internal and Employee Resource Group (ERG) resolution efforts over this year, to ensure a consistent acknowledgement of observances throughout the year. The following three resolutions were adopted by the Board on May 24, 2022:

- Resolution proclaiming June 2022 as National Caribbean Heritage Month.
- Resolution proclaiming June 2022 as LGBTQ PRIDE Month.
- Resolution proclaiming June 19 as Juneteenth Independence Day.

## EMPLOYEE RESOURCE GROUPS (ERGs)

### Updates to Employee Resource Groups Policy

The Office of REDI is nearing completion of the development of an ERG policy that clarifies, in part, the roles of ERGs with that of the Office of Racial Equity, Diversity & Inclusion. This new policy more clearly explains how ERGs can advance their respective missions and how best to work with REDI to help recruit members, promote special events, manage spending allocations and conduct elections. The goal is to enable the alignment of ERG initiatives with agency-wide goals to advance DEI at Valley Water and the communities we serve.

## Asian American and Native Hawaiian/Pacific Islander (AANHPI) Heritage Month Presentation



Town Hall AANHPI presentation by APRG.

The Asian Pacific Resource Group (APRG) led an educational presentation in honor of AANHPI Heritage Month during the May 12, town hall meeting. Valley Water employees learned about the history, contributions, and ways to celebrate and support the AANHPI community. In addition, a moment of silence was observed in remembrance of former Secretary of Transportation Norman Y. Mineta, who passed on May 3, at the age of 90.

## "TOGETHER" - Asian Pacific Resource Group (APRG) & Indo American Association (IAA)

On May 19, APRG and IAA hosted their first in-person event themed "TOGETHER" to celebrate AANHPI Heritage Month. The event included welcoming remarks from Director Nai Hsueh and Chief Tina Yoke, dance performances from APRG and IAA, and a cultural fashion walk.



Valley Water staff watching cultural performances at "TOGETHER," the first outdoor in-person large gathering event since the pandemic.





(Left to right) Staff volunteers Rita Khosla, Sofia Li and Ru (Summer) Geng greeted attendees at the sign-in and raffle ticket table, displaying “TOGETHER” signs written in the languages reflecting and representing the diverse groups of Valley Water.



Jimin Lee (left) volunteering to serve staff at the food table.



After the Fashion Show (left to right): Indroop Thakur, Heather Malanog, Kathy Nguyen, Jimin Lee, and Jada Paddock.



(Left to right) Ed Morales, Bhavani Yerrapotu, and Paul Randhawa during the closing remarks of the “TOGETHER” event.

## ERG AND REDI PARTICIPATION NUMBERS

DATE	EVENT/ACTIVITY	FY 22 TOTAL ATTENDEES
Total: Jul - Apr		2,156
May 12	Town Hall Meeting: APRG Presentation	440
May 13	Training: DEI skill building for ERG leaders	8
May 13	Training: DEI baseline for Leadership Team	29
May 19	ERG Event: TOGETHER - APRG & IAA Cultural Lunch	160
May 24	Training: Unconscious Bias	82
May 26	Training: Unconscious Bias	14
<b>TOTAL TO DATE</b>		<b>2,889</b>

## LOOKING AHEAD

### Trainings

#### Unconscious Bias Training for Valley Water staff:

Supervisors/Managers:

- June 13
- June 27

All staff:

- June 28

#### Baseline Training in Diversity, Equity and Inclusion (DEI) Part II:

Leadership Team:

- June 7

### ERG/REDI Events

- June 16: “Viva Valley Water” Town Hall Meeting/Taste of Inclusion
- June 16: Association of Black Employees (ABE) Juneteenth presentation