

Update on Diversity & Inclusion and Workforce Development

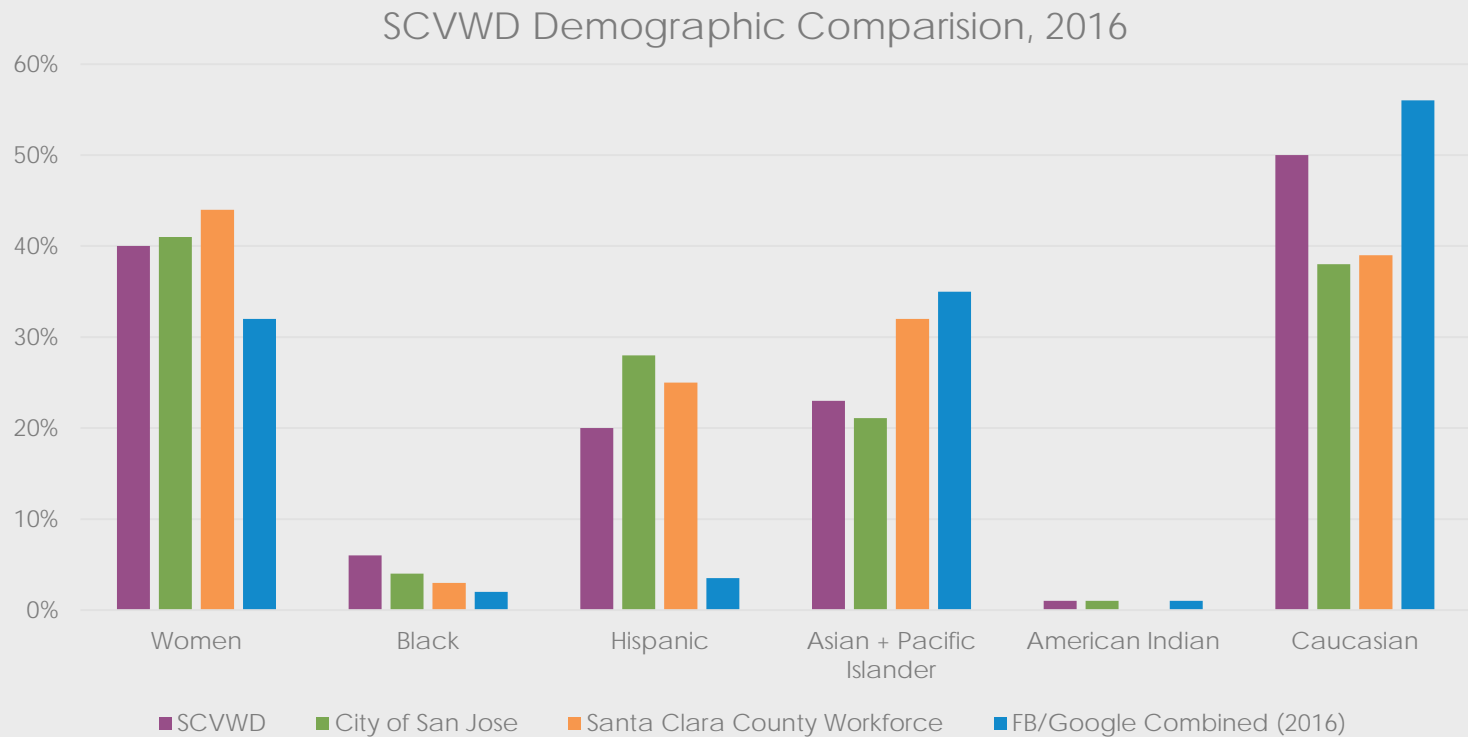
February 28, 2017



Diversity - How We Compare

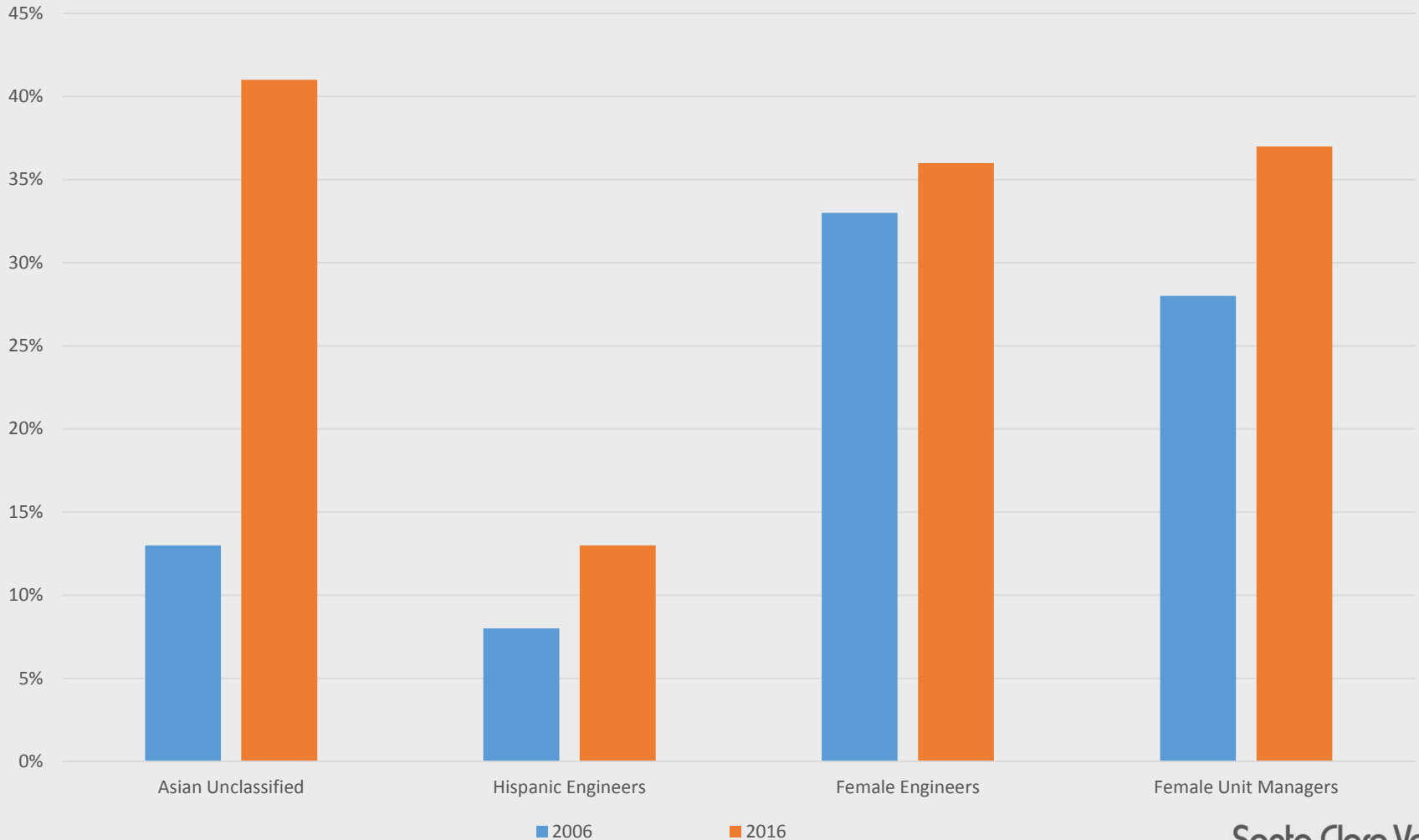
Diversity Baseline Metrics

Workforce Diversity Demographics



Diversity - Areas of Significant Progress

Demographic analysis since 2006



Sustain and Enhance a Diverse Workforce

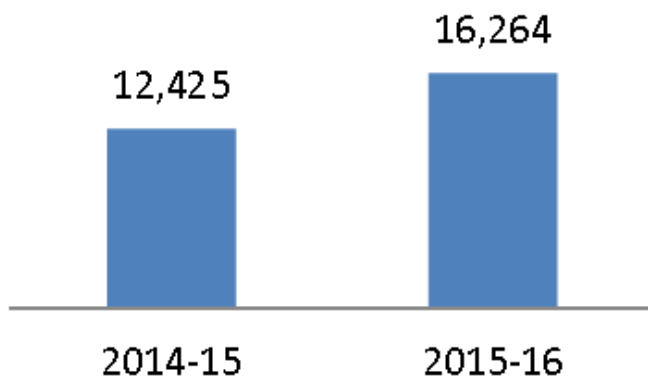
Education Program



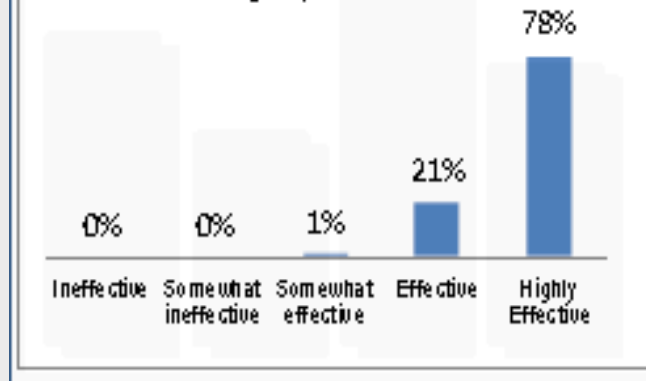
Students by City

Campbell	634
Cupertino	699
Gilroy	334
Los Altos	10
Los Gatos	833
Milpitas	1,364
Morgan Hill	408
Mt. View	650
Palo Alto	375
San Jose	9,578
San Martin	168
Santa Clara	391
Saratoga	539
Sunnyvale	271
Other	10

Number of students served per year



Teacher rating of presentation effectiveness



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Water District



Sustain and Enhance a Diverse Workforce

Workforce Development

► Internship Programs

- Summer and Year-Round
- Silicon Valley Career Technical Education
- Networking with local universities & colleges

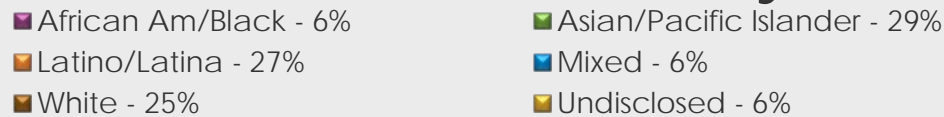


Sustain and Enhance a Diverse Workforce

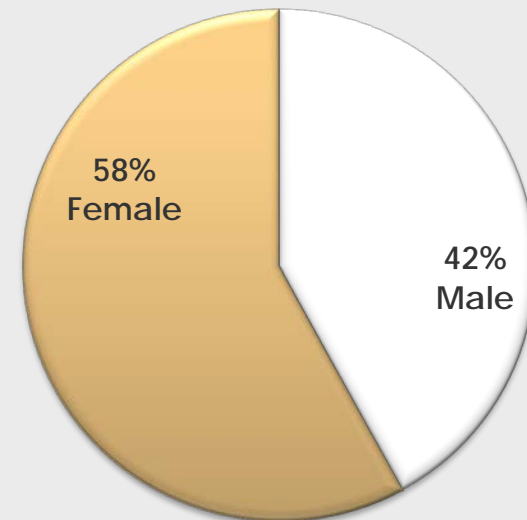
Workforce Development

FY 16 Summer Interns

2016 Intern Ethnicity



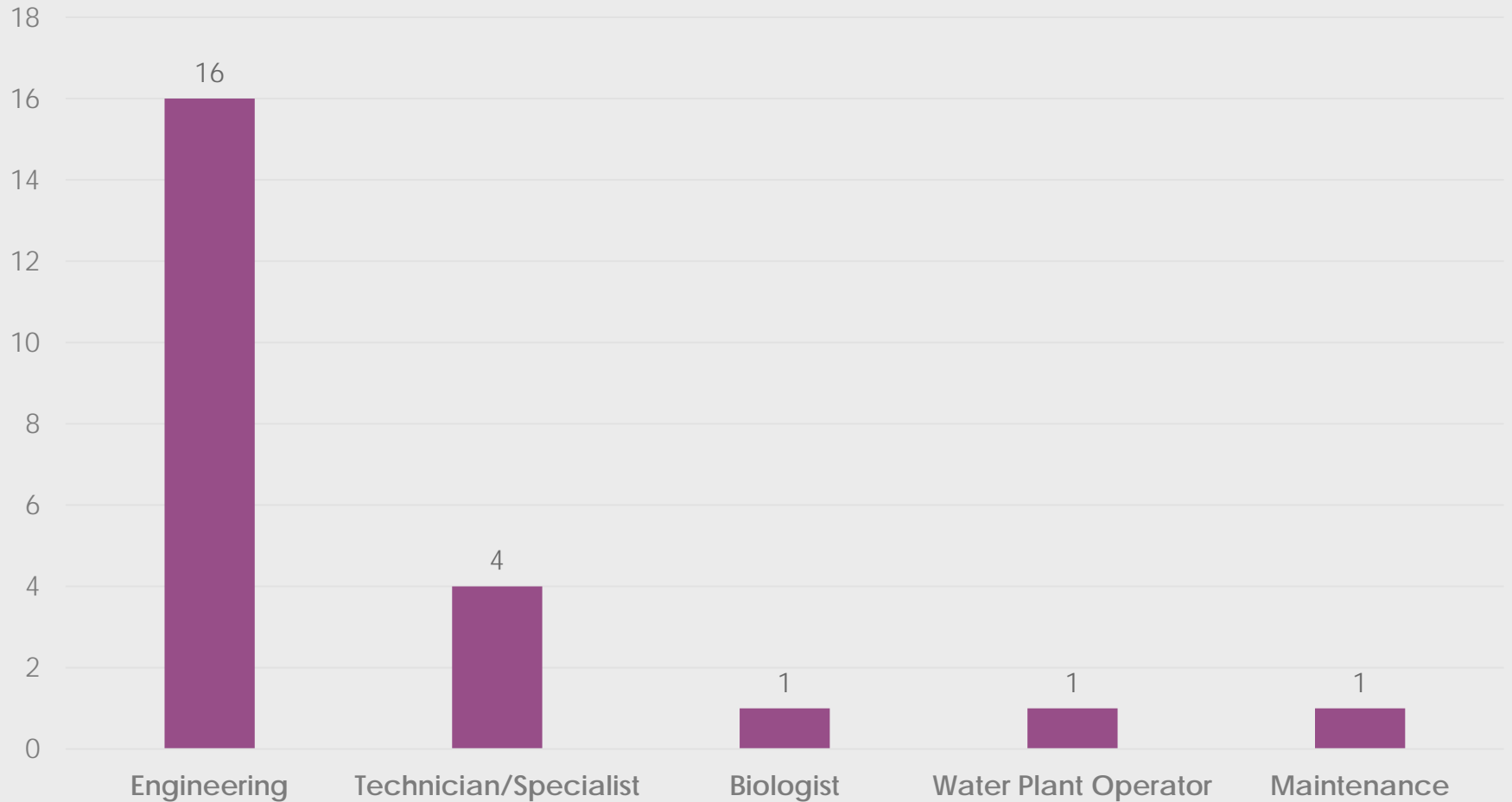
2016 Intern Gender



Sustain and Enhance a Diverse Workforce

Workforce Development

Former Interns Hired



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Goal 1 – Sustain and Enhance a Diverse Workforce

Workforce Development

► Onboarding Program

- Annual Schedule
- New Hire Bus Tours
- Buddy Program
- Continuous Survey Program Efforts



Goal 1 – Sustain and Enhance a Diverse Workforce

Workforce Development

- ▶ **Emerging Leaders Certification Program**
 - ▶ Designed for non-supervisory staff
 - ▶ Provides equivalency of two (2) years of supervisory experience



Leverage and Support Strategic Community Alliances

Tours in English or Spanish this summer!

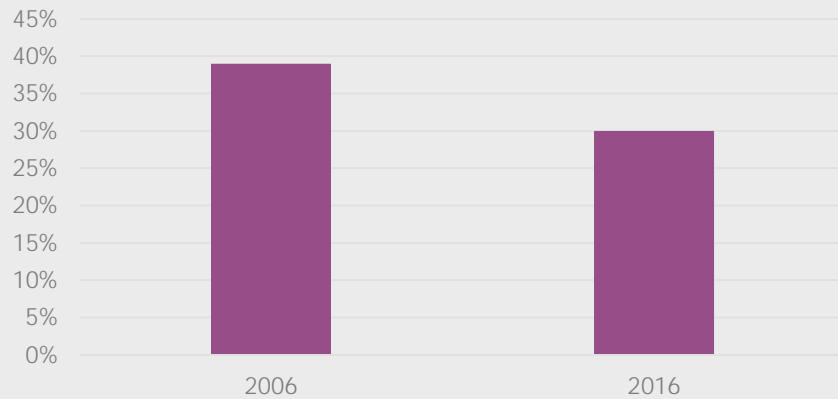


Community Partnerships

Diversity - Some Challenges

Demographic analysis since 2006

Female Unclassified

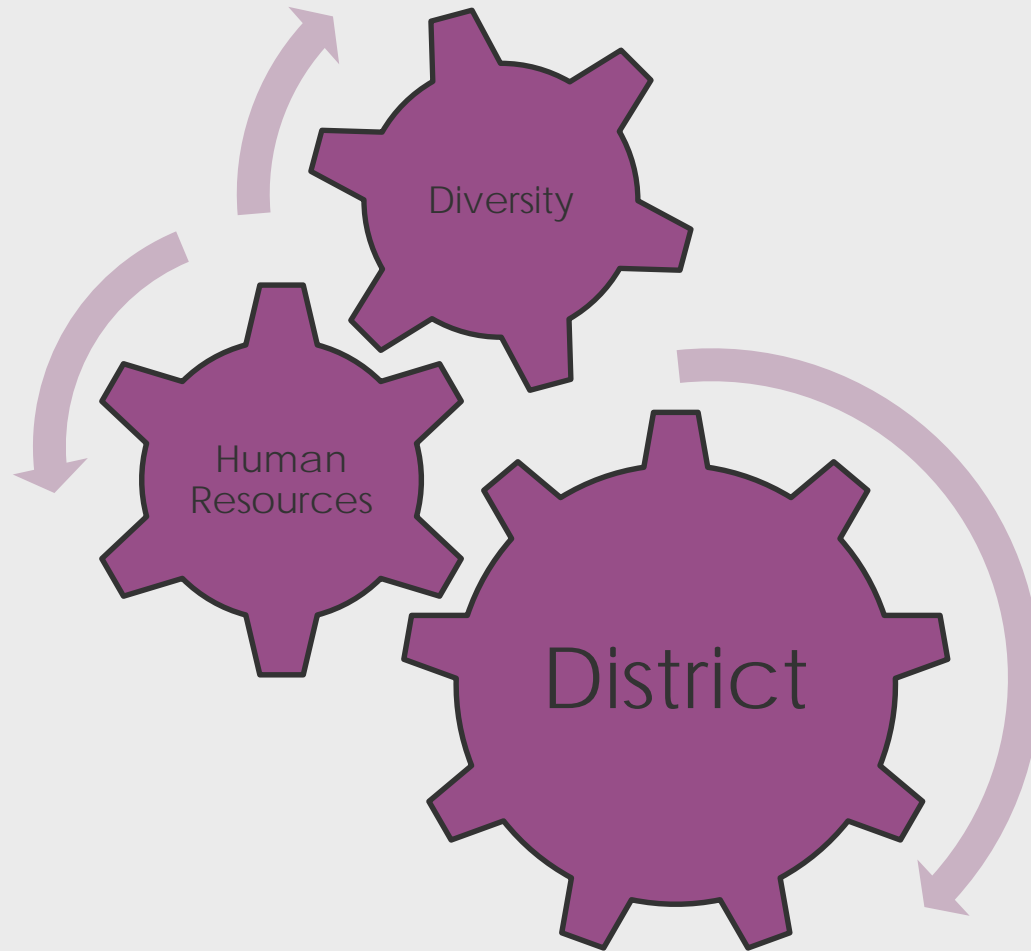


Asian and Hispanic Employees

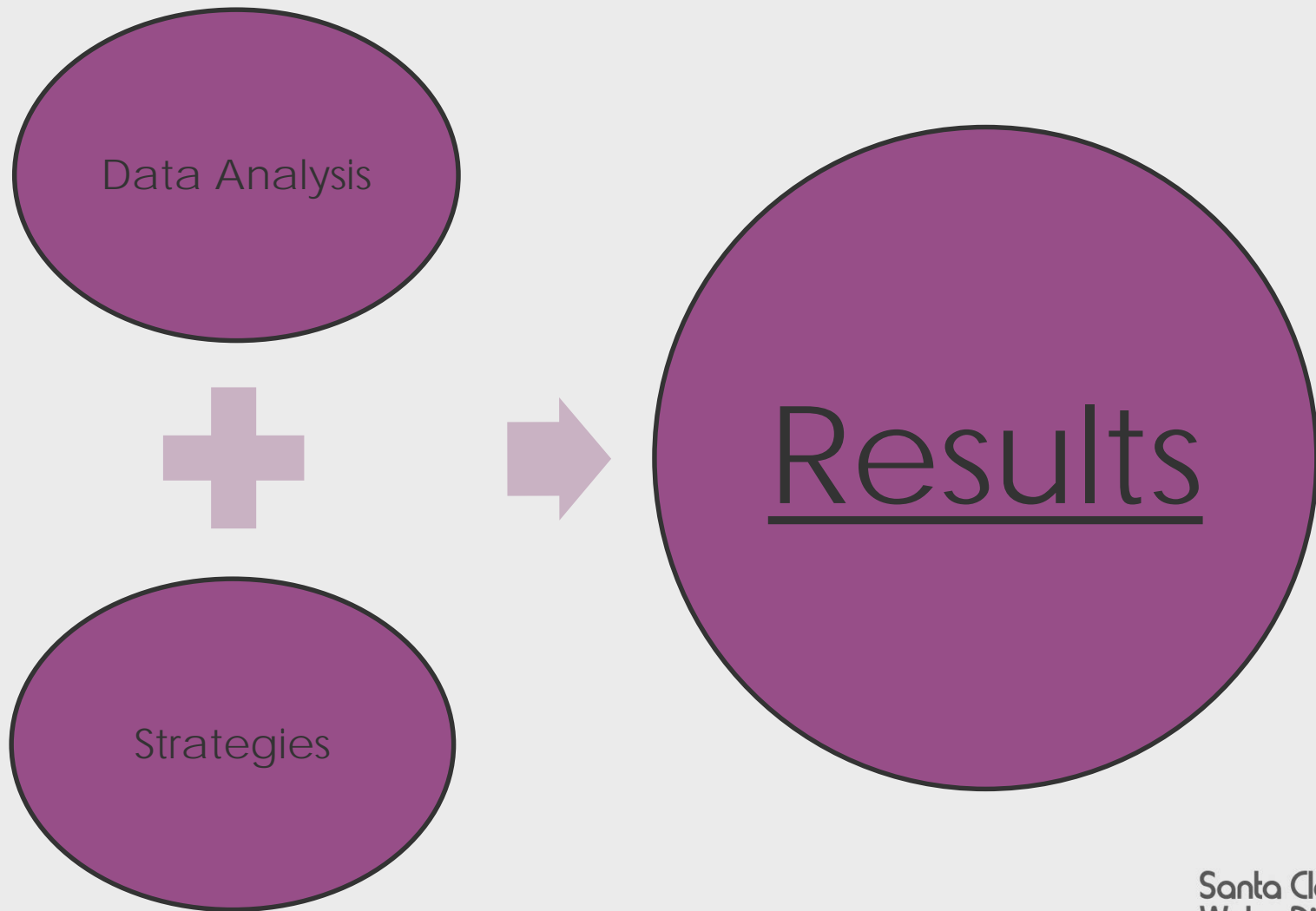


Plan for the Future

Building the Bridge – D&I and HR



Focus on Outcome Measures



Inclusion - How We Compare

Results of the Great Places To Work Trust Index Survey administered in June 2016. Five hundred and eleven District employees took the survey.

Dimension	Organization Score ¹	Work Group Score	50 Best SF Bay Area Companies
Credibility	39	64	90
Respect	52	69	91
Fairness	50	66	91
Pride	57	74	94
Camaraderie	52	69	95

Inclusion – Areas of Strength

Great Places to Work Employee Satisfaction Survey

Our Inclusion Strengths



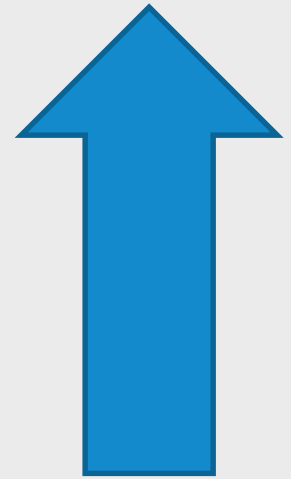
Fair Treatment



Flexibility



Welcoming



Pride

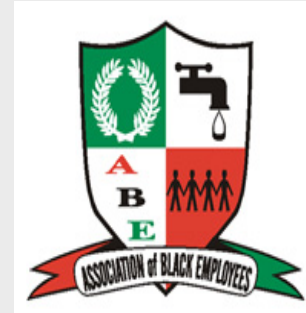
Advance Workplace Inclusion and Engagement

Employee Resource Groups

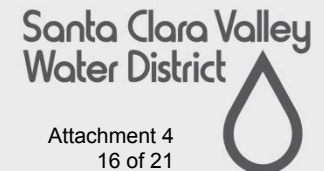


**Asian Pacific
Resources Group**

Veterans, Baby Boomers, and Parents
Awareness, too!



SUPPORT
LGBT
AWARENESS



Advance Workplace Inclusion and Engagement

Employee Recognition

Service Awards

THANKS
FOR
BEING
AWESOME

Employee On-the-Spot
Award Program



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EMPLOYEE
RECOGNITION
AWARDS
2017

A photograph of an astronaut in a white spacesuit floating in space above the Earth. The Earth's horizon is visible with a bright light source behind it, creating a lens flare effect.

THE SEARCH FOR STARS BEGIN WITH YOU.

NOMINATIONS OPEN ON JANUARY 25. [LEARN MORE.](#)

EMPLOYEE RECOGNITION COMMITTEE MEMBERS AND CONTRIBUTORS

EXECUTIVE SPONSOR: NGOC NGUYEN CO-CHAIR: EMILY GROSS CO-CHAIR: FELICIA HERNANDEZ ADVISOR: SALAM BAILEY GRAPHICS: BENJAMIN APOLLO III

SHELLY CARLEY AMY FONSECA PARI KHOSRAVAMI MICHAEL KUST DAVID MARK LUTINA NISHLONA DEBRA OSKIMOMI HOA PHAM JESSICA VASQUEZ

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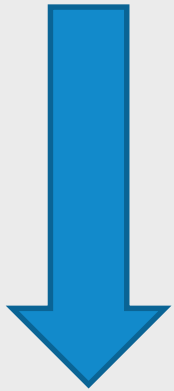
Attachment 4
17 of 21



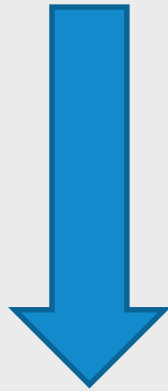
Inclusion – Areas for Opportunity

Great Places to Work Employee Satisfaction Survey

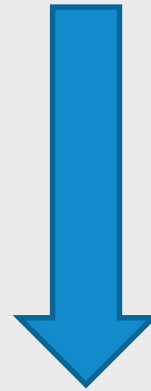
Our Inclusion Opportunities



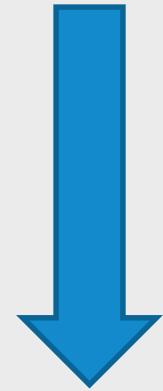
Fairness



Accountability



Communication



Collaboration
with
Management

Advance Workplace Inclusion and Engagement

Diversity and Inclusion Program

CEO Corner



- MLT highlights (Feb. 2) and rotation update
- Board Report and Other News!



Communication
and
Transparency

All Employee Meeting



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Attachment 4
19 of 21

Inclusion Strategies

Culture Innovation Lab



Inclusion Initiative



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Attachment 4
20 of 21

Diversity & Inclusion at SCVWD

Vision for the future

▶ Diversity

- ▶ Targeted and specific focus on outreach

▶ Inclusion

- ▶ Focus on transparency at all levels within the organization