



Valley Water

Clean Water • Healthy Environment • Flood Protection

Diversity & Inclusion Ad Hoc Committee August 27, 2020

Presented by: Marta Lugo, AO and Linda Nguyen, MA
Office of Racial Equity, Diversity & Inclusion (REDI)

Diversity & Inclusion Vision

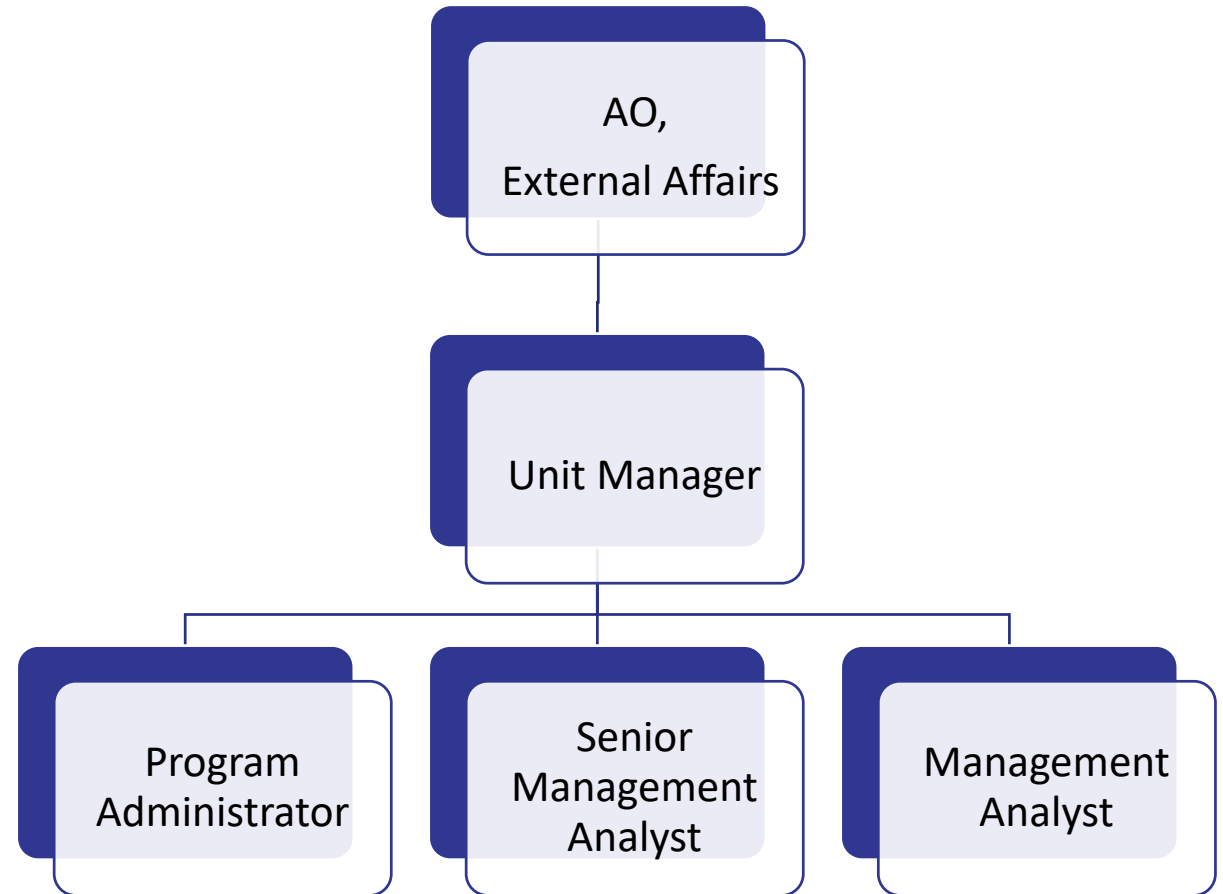
Creating a Culture of Belonging, Inclusion, and Diversity

Valley Water is committed to creating an inclusive work environment which supports the diversity of our community and enriches our perspectives. Critical to delivering quality products and services is a workforce that finds strength and creativity in its diversity.



New REDI Office

Office of Racial Equity, Diversity and Inclusion (REDI) will expand upon D&I by proactively addressing systemic racism and promoting racial equity and justice.



REDI: Summary of Proposed Resolution

4

Establish Valley Water's response to individual and systemic racism internally and externally.

Directs the CEO to comprehensively improve racial equity, diversity, and inclusion through review of all policies and procedures.

Implementation of programs consistent with the intent of Prop 16 upon its passage.

Creation of an End's Policy relative to Environmental Justice.

REDI office roadmap to develop workplan

INTERNALLY

- Review, update and expand D&I Master Plan goals:
 - ❖ Sustain and enhance diverse work force
 - ❖ Advance workplace inclusion
 - ❖ Leverage and support strategic community alliances
 - ❖ Expand and require diversity trainings district-wide
- Continue to support Employee Resource Groups (ERGs)
- Review organizational policies, processes, & protocols to promote racial equity



REDI office roadmap to develop workplan

EXTERNALLY:

- Collaborate with HR on workforce pipeline:
 - ✓ outreach
 - ✓ internship
 - ✓ mentorship
- Review organizational policies, processes, & protocols to promote racial and environmental justice to all communities we serve
- Foster and build relationships with community and grassroots social justice groups that serve disadvantaged communities or communities of color



Recommendation: Present resolution to the Board

7

D&I Ad Hoc Committee recommends the Board to Adopt the Resolution Condemning Systemic Racism and Promoting Racial Equity

QUESTIONS

