



TO: Board of Directors

FROM: Diversity & Inclusion
Ad Hoc Committee

SUBJECT: 8/27/20 Diversity & Inclusion Ad Hoc
Committee Meeting Summary

DATE: September 8, 2020

This memorandum summarizes the Diversity & Inclusion Ad Hoc Committee (Committee) meeting held August 27, 2020, where the following workplan items were discussed:

1. Presentation on new Office of Racial Equity, Diversity and Inclusion (REDI), Including an Outline of the Office Structure and Expanded Goals, and Consider a Resolution Addressing Systemic Racism and Promoting Racial Equity.

The Committee received an introduction to the new Office of Racial Equity, Diversity and Inclusion, which includes the existing Diversity and Inclusion Program with an expanded goal to break down any organizational barriers that enable systematic racism, and instead promote a culture of racial equity. The office will ensure that racial equity, diversity and inclusion practices are all equally reflected both internally and externally to better serve all communities within Valley Water's service area. The Committee received information on a proposed Resolution containing proposed solutions for the Committee's consideration, and following review and discussion the Committee proposed minor revisions. The resolution is consistent with Valley Water's core values and principles to accomplish its mission, and specifically establishes a response to address individual and systemic racism and its commitment in taking meaningful action, internally and externally, to address the impacts of acts of prejudice, the abuse of power, racial bias, racism, and barriers to diversity, equity and inclusion. The resolution directs the CEO to work with staff to further improve Valley Water's culture and practices for hiring, contracting, programs and service delivery, and employee support, as well as initiate new framework for potential changes to internal policies, procedures and training to ensure a workplace free of prejudice, abuse of power, racial bias and racism. The resolution also calls for implementation of programs consistent with the intent of Proposition 16 upon its passage and the creation of an Ends Policy relative to environmental justice.

Committee Action: Recommend that the Board consider adopting a Resolution Addressing Systemic Racism, including the revisions as discussed to revise the title, include reference to gender bias, and other minor corrections.

2. Provide Update on December 18, 2019 Diversity and Inclusion Action Items and Review Future Focus.

The Committee received an update on the fourth Valley Water Teacher Externship session and the following items requested during the December 18, 2019 meeting:

- An analysis of HR staffing needs to support expanding intern and apprentice programs;
- The status of supplemental funding for intern and apprentice programs;
- Priority list of programs and initiatives for outreach and recruitment of veterans;
- Building pipelines, recruiting, hiring, retention, promotion and succession planning;
- Future focus: Long-term staffing and career strategy plan and technology for recruitment, training and monitoring.

3. Resolution Recognizing Senator Kamala Harris as the First Woman of Color to be selected as a Vice Presidential Candidate on a Major Political Party Ticket.

The Committee received information regarding a proposed resolution recognizing Senator Kamala Harris as the first woman of color to be selected as a Vice Presidential candidate on a major political party ticket, which is a major milestone and a significant moment for both women and people of color in our country.

Committee Action: Recommend that the Board consider adopting the resolution.

Board member comments and suggestions can be forwarded to Natalie Dominguez, Assistant Deputy Clerk II, at (408) 630-2659 or by email to ndominguez@valleywater.org.

Thank you.

Tony Estremera

Director, District 6
Diversity & Inclusion Ad Hoc Committee Chairperson