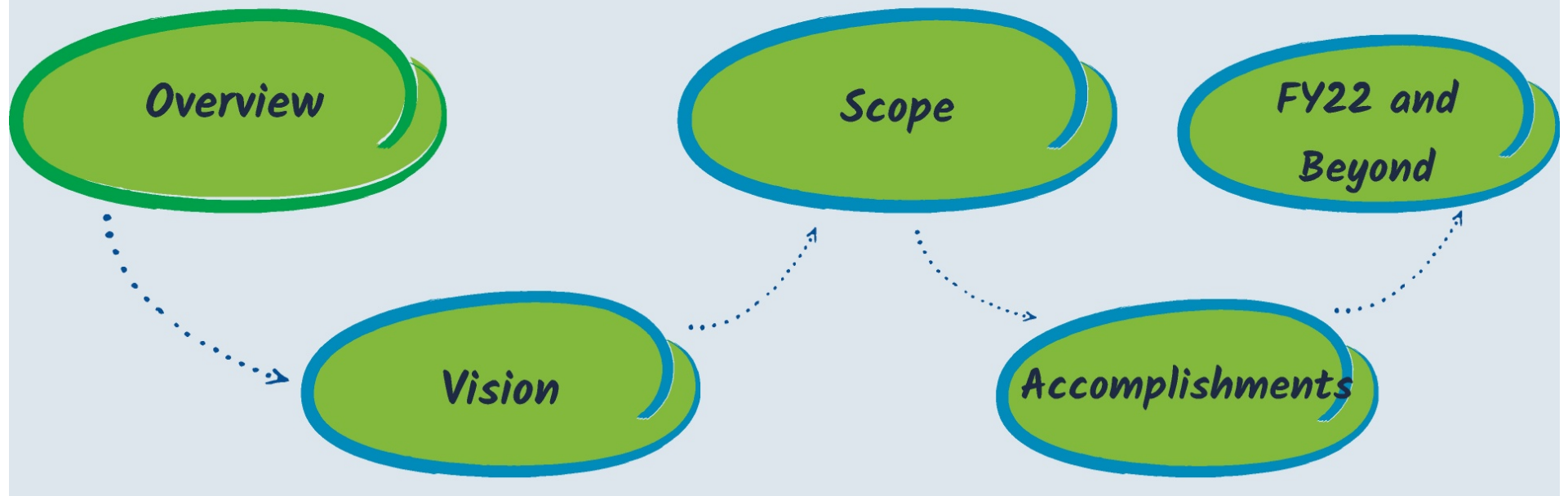


The Office of REDI FY 21 Annual Update





Office of REDI - Est. 2020

- Created to strengthen and expand Valley Water's ability to deliver innovative services
- Attract, retain and promote a diverse and talented workforce.

Organizational Systems Change

REDI works to ensure racial equity and inclusion are principles that are interwoven into all existing:

- policies
- programs
- practices

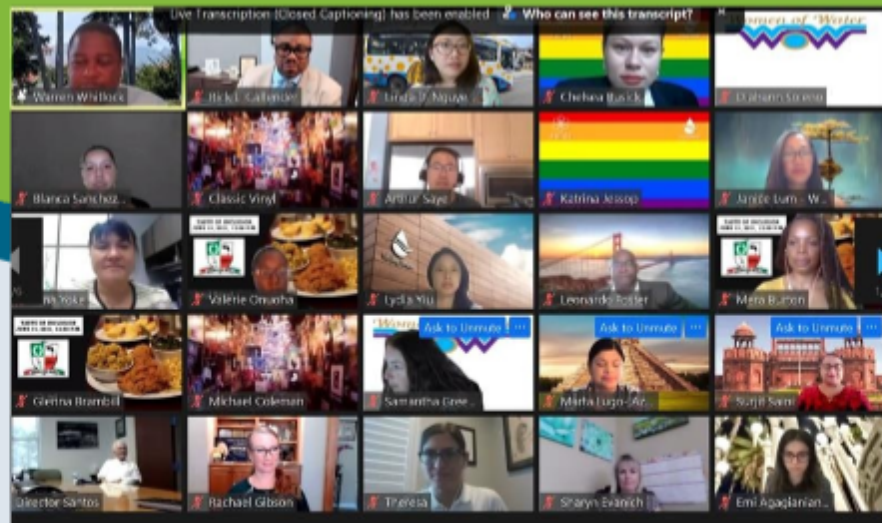
*Collaborate with
ERG*

*Promote Cultural
Change*



Employee Resource Groups (ERG)

REDI guides, supports, and collaborates with all 13 ERG & District Recognized Groups



Cultural Change

- The first organizational equity assessment
- Develop Strategic Master Plan
- Host activities and trainings in collaboration with various Valley Water Units

Scope of Work

- Address policy concerns that perpetuate systems of oppression
- Advances environmental justice for internal and external stakeholders



Board Approved Policies & Resolutions

- Condemning Violence Against the Asian American Pacific Islander community
- Recognizing Senator Kamala Harris as the First Woman of Color to be Selected as a Vice Presidential Candidate on a Major Political Party Ticket
- Formalize adding the Juneteenth holiday as an observed holiday at Valley Water

NAACP Event

*Cultural Speaker
Series*

REDI Office Events for Staff and the Community

*A Taste of
Inclusion*

Cultural Speaker Series

PLEASE JOIN US!

Office of REDI's Cultural Speaker Panel Series:

Addressing violence against the Asian American and Pacific Islander Community

Tuesday, May 25th
12 PM to 1 PM



Office of Racial Equity
Diversity and Inclusion



Moderator: Philip Nguyen

- Community Organizing Manager for the Vietnamese American Roundtable (VAR)
- President of the Union of North American Vietnamese Student Associations (UNAVSA)
- Committee Co-Chair of the Progressive Vietnamese American Organization (PIVOT)
- Producer of Diasporic Vietnamese Artists Network (DVAN)

PANELISTS:



Michael Chang

Executive Director of Asian Pacific American Leadership Institute (APALI)



Michele Lew

CEO of the Health Trust



Hari Kondabolu

Nationally recognized comedian, actor, filmmaker, writer & podcast host



Sarita Kohli

President & CEO of Asian Americans for Community Involvement (AACI)



Ash Kalra

California Assembly Member 27th Assembly District

Office of REDI's Cultural Speaker Panel Series Presents:

A discussion about difficult conversations on racism, health, and voting rights affecting the African American Community.

You're invited to join us on:
Thursday, August 5
Noon to 1 p.m.

[Click to Join on Zoom](#)

Dial in: 1(669) 900-9128

ID: 846 5513 6646



Office of Racial Equity,
Diversity and Inclusion (REDI)

MODERATOR



Reverend Raymond Montgomery

Executive Director of People Acting in Community Together (PACT)

PANELISTS:



Viera Whye

Diversity & Inclusion HR Specialist, Intel & Artistic Director, Tabia African American Theatre Ensemble



James Harrison

Licensed Clinical Social Worker & CEO, Courageous Healing Collective



Reverend Jethroe Moore II

Former President of San Jose - Silicon Valley National Association for the Advancement of Colored People (NAACP)

A Taste of Inclusion

- Held on June 15, 2021
- Attended by 178 participants
- Nine Employee Resource Groups and three staff presented in Zoom breakout rooms.



Staff Training

- Unconscious Bias Training for Valley Water Managers and Supervisors (Held on 7/20/21):
 - A 2.5 hour, awareness-building training to uncover conscious and unconscious discrimination
 - Attended by 33 Valley Water Staff




Equity Assessment

Valley Water's first organizational equity assessment effort was undertaken in February 2021.



FY 22 and Beyond

- 
- Advance the development of new and modified organizational policies
 - Engage with tribal leaders in Santa Clara County
 - Develop an environmental justice program and equity task force to inform policies that address low-income and disadvantaged communities