

SUMMARY FOR FY 2021-22, FIRST QUARTER Office of Racial Equity, Diversity & Inclusion



EDUCATIONAL EVENTS

Cultural Speaker Panel Series on African American Community Issues

Earlier this year, the Office of Racial Equity, Diversity & Inclusion (REDI) launched a series of cultural speaker panels to promote understanding and learning of current cultural and community issues. This quarter, REDI collaborated with the Association of Black Employees (ABE) Employee Resource Group (ERG) to host a panel centered around community issues affecting the African American community. During this session, community leaders engaged in a discussion on health equity, criminal justice legislation, voting restrictions, intersectionality, and what it means to be a good ally to the African American community. There were 83 attendees for the virtual event.



This panel featured four prominent community members to discuss pressing issues facing the community.

RESOLUTIONS

This quarter, Valley Water's Board of Directors adopted the following resolutions:

- The Board adopted the Resolution Affirming Support for Voting Rights for All at the August 10, 2021 Board meeting. The resolution recognizes that there are national impediments to voting rights, and that voting rights for ballot measures impact the residents of Santa Clara County.
- The Board adopted a Resolution from the Organization for Latino Affairs (OLA) ERG recognizing Hispanic Heritage Month at the September 15, 2021 Board meeting.

DIVERSITY, EQUITY, AND INCLUSION (DEI) TRAINING FOR VALLEY WATER STAFF

The Office of REDI has collaborated with Human Resources to offer required training for all staff on "Diversity Uncovered and Unconscious Bias." This training provides awareness-building to

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



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, Tabla 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)

REDI hosted its second Cultural Speaker Series focused on challenges that the African American community faces.

uncover conscious and unconscious biases and teaches how to use tools to interrupt stereotypes, microaggressions, and implicit bias, and includes discussions of topics related to race, age, and gender. The first cohort of training provided for all managers and supervisors included components related to “Inclusive Leadership” and how diversity, equity, and inclusion relates to participants’ roles as leaders at Valley Water. The training held on July 20, 2021 was attended by 33 staff, with additional training sessions taking place this fall.



EMPLOYEE RESOURCE GROUP (ERG) EVENTS

The Office of REDI guides, supports, and collaborates with all of Valley Water’s ERGs to help them achieve their respective missions to enhance the experience of their members.

Organization of Latino Affairs (OLA) - Hispanic Heritage Month Events (Sept. 23 and 28):

On September 23, 2021, OLA held an event for Hispanic Heritage Month “The Origin of Latin American Foods,” with 25 attendees. On September 28, 2021, OLA hosted the event “Hispanic Contributions in Science,” with 25 attendees.



Activities Celebrating Hispanic Heritage Month from the Organization for Latino Affairs (OLA) Employee Resource Group.

Network and Activities for Parents (NAP), Back-to-School Event and Clothing Exchange

Valley Water’s Network and Activities for Parents (NAP) ERG hosted a clothing exchange in celebration of the new school year. Staff participated by exchanging their family’s outgrown clothing. The event was held on August 18, 2021 with 8 attendees.

NAP’s Back-to-School Clothing Exchange

Kids outgrown their clothes?
Need new clothes for school?
Closets full and in need of a purge?
Join us for a Back-to-School Clothing Exchange!

Date: August 18, 2021
Time: 10 am to 4 pm
Location: Room A143

Drop-Off: Donations for TK-12 can be dropped off at Room A143 from 8 - 10 am on August 18, 2021

Shop: Swing by and browse the available items. Bring your own bag and take what you need.

Donate your used, good condition clothes. Everyone who donates items will be placed in a drawing to receive one of ten \$25 gift cards!

Leftover items will be donated.

Questions? Contact Andrew Chafer, Amy Lazzini or Lisa Brancatelli

Back to School Clothing Exchange hosted by the Network and Activities for Parents (NAP) Employee Resource Group.

Looking Ahead:

Educational Events

- Environmental Justice: Lunch and Learn event on October 19, 2021
- Cultural Speaker Series event on the Hispanic/Latinx community on October 28, 2021

Trainings

- Diversity Uncovered/Unconscious Bias Training on October 21, 2021

Resolutions

- Resolution Declaring November 2021 as Native American Heritage Month will be presented at the November 9, 2021 Board meeting
- Resolution Declaring Nov. 14-20, 2021 United Against Hate Week will be presented at the November 9, 2021 Board meeting