

DIVERSITY & INCLUSION AD HOC COMMITTEE MEETING

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# MINUTES

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WEDNESDAY, AUGUST 27, 2020  
11:00 AM

(Paragraph numbers coincide with agenda item numbers)

## 1. CALL TO ORDER.

A regular meeting of the Santa Clara Valley Water District (Valley Water) Diversity and Inclusion Ad Hoc Committee (Committee) was called to order via Zoom teleconference at 11:00 a.m.

### 1.1. Roll Call.

Committee members in attendance were District 1 Director John Varela, District 5 Director Nai Hsueh, and District 6 Director Tony Estremera, Chairperson presiding, constituting a quorum of the Committee.

Staff members in attendance were Rick Callender, Chief Executive Officer, I. Bella, N. Dominguez, M. Lugo, L. Nguyen, A. Noriega, C. Pilson, S. Twitchell, and D. Villalobos-Galindo.

Also in attendance, Rev. Jeff Moore, San Jose/Silicon Valley National Association for the Advancement of Colored People (NAACP).

## 2. TIME OPEN FOR PUBLIC COMMENT ON ANY ITEM NOT ON THE AGENDA.

Chairperson Estremera declared time open for public comment on any item not on the agenda. There was no one present who wished to speak.

## 3. APPROVAL OF MINUTES.

### 3.1. Approval of Meeting Minutes – December 18, 2019

Recommendation: Approve the December 18, 2019 Meeting Minutes.

The Committee considered the attached minutes of the December 18, 2019 meeting. It was moved by Director Hsueh, seconded by Director Varela, and unanimously carried that the minutes be approved as presented.

#### 4. ACTION ITEMS

- 4.1. Receive a Presentation on the 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.

Recommendation: A. Receive information and a presentation on the Office of Racial Equity, Diversity and Inclusion.  
B. Recommend the Board to adopt the Resolution Addressing Systemic Racism and Promoting Racial Equity.

Ms. Marta Lugo, Assistant Officer, reviewed the information on this item, per the attached Committee Agenda Memo, and the corresponding presentation materials contained in Attachment 3.

The Committee requested the following changes to the proposed Resolution: revise the title to read ADDRESSING SYSTEMIC RACISM, revise Page 2, Paragraph 2 to insert gender bias following racial bias, and revise Page 3, Paragraph 9, to remove redundant language FURTHER RESOLVED.

It was moved by Director Hsueh, seconded by Director Varela and unanimously carried to support staff's recommendation that the Board adopt a Resolution Addressing Systemic Racism as revised per the Committee's discussion.

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

Recommendation: Review presentation of actions items and future focus for Strategy 2 - Maintain appropriate staffing levels and expertise.

Ms. Ana Noriega, Chief People Officer, reviewed the information on this item, per the attached Committee Agenda Memo, and the corresponding presentation materials contained in Attachment 1 were reviewed by staff as follows: Ms. Noriega reviewed Slides 1 and 2, and Ms. Ingrid Bella, Interim Human Resources Officer, reviewed Slides 3 through 8.

Ms. Noriega reported on Human Resources staffing changes, which included the appointment of Ms. Bella as Interim Human Resources Officer, Mr. Robert Scott, Program Administrator as Technical Training Administrator, and the recruitment in progress for a Program Administrator for the Recruitment Unit.

Rev. Jeffrey Moore, NAACP, expressed appreciation for Valley Water's efforts to support diversity and inclusion and his hopes that the program translates across the entire body that it represents, including its committees. Chairperson Estremera suggested that once the resolution is adopted that staff give a presentation to all Board Committees.

The Committee viewed a video regarding Valley Water Teacher Externship and Ignited Outcome Report.

Ms. Bella reported that staff is researching grant funding opportunities to support expanding the Teacher Externship Program.

The Committee noted the information without formal action

4.3. 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.

Recommendation: Recommend the Board to adopt the 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.

Ms. Lugo reviewed the information on this item, per the attached Committee Agenda Memo, and the corresponding presentation materials contained in Attachment 1.

It was moved by Director Varela, seconded by Director Hsueh and unanimously carried to support and recommend the Board adopt the 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.

4.4. Review 2020 Diversity & Inclusion Ad Hoc Committee Work Plan.

Recommendation: Review the 2020 Diversity & Inclusion Ad Hoc Committee Work Plan and make adjustments as necessary.

Ms. Natalie Dominguez, Assistant Deputy Clerk II, reviewed the information on this item, per the attached Committee Agenda Memo, and the corresponding presentation materials contained in Attachment 1.

The Committee requested discussion on the following items be added to the Committee's Work Plan for October 2020:

- Review Hiring and Promotion Report (Estremera)
- Discussion regarding the Ends Policy structure or framework, including staff's thoughts on what should be included and use this as starting point for the Committee to engage before a final product is developed. (Hsueh)
- Expansion of Educational Programs. (Varela)

**5. INFORMATION ITEMS.**

None.

**6. CLERK'S REVIEW AND CLARIFICATION OF COMMITTEE REQUESTS AND RECOMMENDATIONS.**

Ms. Natalie Dominguez, Assistant Deputy Clerk II, reviewed the following Committee recommendation and requests:

Regarding Item 4.1:

The Committee requested the following changes to the proposed Resolution: Revise the title to read ADDRESSING SYSTEMIC RACISM, revise Page 2, Paragraph 2 to insert gender bias following racial bias, and revise Page 3, Paragraph 9, to remove redundant language FURTHER RESOLVED.

Regarding Item 4.3:

The Committee recommends the Board adopt the 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.

Item 4.4:

The Committee requested discussion on the following items be added the Committee's Work Plan for October 2020:

- Review Hiring and Promotion Report (Estremera)
- Discussion regarding the Ends Policy structure or framework, including staff's thoughts on what should be included and use this as starting point for the Committee to engage before a final product is developed. (Hsueh)
- Expansion of Educational Programs. (Varela)

**7. ADJOURN.**

Chairperson Estremera adjourned the meeting at 12:20 p.m., to the next meeting, which will be scheduled and noticed in accordance with the Brown Act.

[original signed by]  
Natalie F. Dominguez, CMC  
Assistant Deputy Clerk II

Approved: January 28, 2021