



# Santa Clara Valley Water District Diversity & Inclusion Ad Hoc Committee Meeting

Zoom Teleconference

## REGULAR MEETING AGENDA

Thursday, July 22, 2021  
12:00 PM

**District Mission: Provide Silicon Valley safe, clean water for a healthy life, environment and economy.**

**BOARD COMMITTEE MEMBERS:**

Committee Chair:  
Director Tony Estremera, District 6

Committee Vice Chair:  
Director Nai Hsueh, District 5

Director John L. Varela, District 1

During the COVID-19 restrictions, all public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body, will be available to the public through the legislative body agenda web page at the same time that the public records are distributed or made available to the legislative body. Santa Clara Valley Water District will make reasonable efforts to accommodate persons with disabilities wishing to participate in the legislative body's meeting. Please advise the Clerk of the Board Office of any special needs by calling (408) 265-2600.

**COMMITTEE LIAISON:**  
Marta Lugo

**COMMITTEE CLERK:**  
Natalie F. Dominguez, CMC  
Assistant Deputy Clerk II  
408-630-2659  
ndominguez@valleywater.org  
www.valleywater.org

**Note: The finalized Board Agenda, exception items and supplemental items will be posted prior to the meeting in accordance with the Brown Act.**

**Santa Clara Valley Water District  
Diversity & Inclusion Ad Hoc Committee**

**REGULAR MEETING  
AGENDA**

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Thursday, July 22, 2021

12:00 PM

Zoom Teleconference

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**IMPORTANT NOTICES**

This meeting is being held in accordance with the Brown Act as currently in effect under the State Emergency Services Act, the Governor's Emergency Declaration related to COVID-19, and the Governor's Executive Order N-08-21 issued on June 11, 2021, that allows attendance by members of the Committee, staff, and the public to participate and conduct the meeting by teleconference, videoconference, or both.

Members of the public wishing to address the Committee during a video conferenced meeting on an item not listed on the agenda, or any item listed on the agenda, should use the "Raise Hand" tool located in Zoom meeting link listed on the agenda. Speakers will be acknowledged by the Committee Chair in the order requests are received and granted speaking access to address the Committee.

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This agenda has been prepared as required by the applicable laws of the State of California, including but not limited to, Government Code Sections 54950 et. seq. and has not been prepared with a view to informing an investment decision in any of Valley Water's bonds, notes or other obligations. Any projections, plans or other forward-looking statements included in the information in this agenda are subject to a variety of uncertainties that could cause any actual plans or results to differ materially from any such statement. The information herein is not intended to be used by investors or potential investors in considering the purchase or sale of Valley Water's bonds, notes or other obligations and investors and potential investors should rely only on information filed by Valley Water on the Municipal Securities Rulemaking Board's Electronic Municipal Market Access System for municipal securities disclosures and Valley Water's Investor Relations website, maintained on the World Wide Web at <https://emma.msrb.org/> and <https://www.valleywater.org/how-we-operate/financebudget/investor-relations>, respectively.

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Join Zoom Meeting:

<https://valleywater.zoom.us/j/93111833352>

Meeting ID: 931 1183 3352

Join by Phone: 1 (669) 900-9128, 93111833352#

**1. CALL TO ORDER:**

1.1. Roll Call.

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

*Notice to the Public: Members of the public who wish to address the Committee on any item not listed on the agenda should access the "Raise Hand" tool located in Zoom meeting link listed on the agenda. Speakers will be acknowledged by the Committee Chair in order requests are received and granted speaking access to address the Committee. Speakers comments should be limited to three minutes or as set by the Chair. The law does not permit Committee action on, or extended discussion of, any item not on the agenda except under special circumstances. If Committee action is requested, the matter may be placed on a future agenda. All comments that require a response will be referred to staff for a reply in writing. The Committee may take action on any item of business appearing on the posted agenda.*

**3. APPROVAL OF MINUTES:**

3.1. Approval of Diversity and Inclusion Ad Hoc Committee Meeting Minutes of [21-0744](#)  
April 22, 2021.

Recommendation: Approve the minutes.

Manager: Michele King, 408-630-2711

Attachments: [Attachment 1: 042221 D&I Ad Hoc Committee Minutes](#)

**4. ACTION ITEMS:**

- 4.1. Receive an Update on the Office of Racial Equity, Diversity, and Inclusion Program Activities. [21-0802](#)  
Recommendation: Receive information on the Office of Racial Equity, Diversity and Inclusion program activities and progress.  
Manager: Marta Lugo, 408-630-2237  
Attachments: [Attachment 1: PowerPoint](#)  
[Attachment 2: ERG Activities Report](#)
- 4.2. Receive Update on Human Resources Activities. [21-0825](#)  
Recommendation: A. Receive an update on proposed expansion of recruitment, retention, internship and scholarships for disadvantaged students, and Long-Term, Master Staffing Plan; and  
B. Provide input and recommendations, as necessary.  
Manager: Ingrid Bella, 408-630-3171  
Attachments: [Attachment 1: PowerPoint](#)
- 4.3. Review 2021 Diversity and Inclusion Ad Hoc Committee Work Plan and Meeting Schedule. [21-0745](#)  
Recommendation: Review the 2021 Diversity and Inclusion Ad Hoc Committee Work Plan and make adjustments as necessary.  
Manager: Michele King, 408-2630-2711  
Attachments: [Attachment 1: 2021 D&I Ad Hoc Committee Work Plan](#)

**5. INFORMATION ITEMS:**

**6. CLERK REVIEW AND CLARIFICATION OF COMMITTEE REQUESTS.**

*This is an opportunity for the Clerk to review and obtain clarification on any formally moved, seconded, and approved requests and recommendations made by the Committee during the meeting.*

**7. ADJOURN:**

- 7.1. Adjourn to Regular Meeting at 2:00 p.m., on October 28, 2021, to be called to order in compliance with the State Emergency Services Act, the Governor's Emergency Declaration related to COVID-19, and the Governor's Executive Order N-08-21.



# Santa Clara Valley Water District

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**File No.:** 21-0744

**Agenda Date:** 7/22/2021  
**Item No.:** 3.1.

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## COMMITTEE AGENDA MEMORANDUM

### Capital Improvement Program Committee

**SUBJECT:**

Approval of Diversity and Inclusion Ad Hoc Committee Meeting Minutes of April 22, 2021.

**RECOMMENDATION:**

Approve the minutes.

**SUMMARY:**

In accordance with the Ralph M. Brown Act, a summary of Committee discussions, and details of all actions taken by the Capital Improvement Program Committee, during all open and public Committee meetings, is transcribed and submitted to the Committee for review and approval.

Upon Committee approval, minutes transcripts are finalized and entered into the Committee's historical record archives, and serve as the official historical record of the Committee's meeting.

**ATTACHMENTS:**

Attachment 1: 042221 D&I Ad Hoc Committee Minutes

**UNCLASSIFIED MANAGER:**

Michele King, 408-630-2711

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# MINUTES

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**DIVERSITY & INCLUSION AD HOC COMMITTEE MEETING  
THURSDAY, APRIL 22, 2021  
2:00 PM**

(Paragraph numbers coincide with agenda item numbers)

**1. ROLL CALL.**

A regular teleconferenced meeting of the Santa Clara Valley Water District (Valley Water) Diversity and Inclusion Ad Hoc Committee (Committee) was called to order at 2:00 p.m. on April 22, 2021, in the District Headquarters Building, Conference Room A-124, 5700 Almaden Expressway, San Jose, California.

1.1. Roll Call

Committee members in attendance in Conference Room A-124: District 6 Director Tony Estremera, Chairperson presiding; Committee members attending by videoconference: District 1 Director John Varela and District 5 Director Nai Hsueh; constituting a quorum of the Committee.

Staff members in attendance in Conference Room A-124: N. Dominguez. Staff in attendance by videoconference: R. Barajas, I. Bella, C. Busick, M. Burton, T. Chinte, J. Davalos, N. Dominguez, C. Flores, L. Foster, R. Gibson, D. Grissom, L. Hanchett, B. Hopper, G. Khanna, C. Letts, S. Mahad, B. Manchester, L. Nguyen, R. Nguyen, B. Portugal, E. Serrano, S. Smith, C. Taylor, S. Tran, W. Whitlock, and T. Yoke.

**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 Diversity and Inclusion Ad Hoc Committee Meeting Minutes of January 28, 2021.

Recommendation: Approve the minutes.

The Committee considered the attached minutes of the January 28, 2021 meeting. It was moved by Director Varela, seconded by Director Hsueh, and unanimously carried by roll call vote to approve the minutes as presented.

#### 4. ACTION ITEMS:

- 4.1. Discuss Possibilities of an Intern Program to Encourage High School Students From Disadvantaged Communities to Pursue Science, Technology, Engineering and Math Programs for Future Careers in Water Management.

Recommendation: Discuss the possibilities of an intern program to identify and recruit high school students from disadvantaged communities to pursue science, technology, engineering and math (STEM) programs to prepare for advanced studies and careers in water management, and provide director to staff as necessary.

Director Nai Hsueh clarified the intent of her original proposal regarding the expansion of recruitment, retention, internship and scholarship programs for disadvantaged college students, and will meet with Human Resources staff to assist with the development of discussion points for a future agenda item. Human Resources will include a report on activities related to this topic.

Director John Varela shared information regarding related programs offered by Gavilan Community College, Gilroy, and expressed support for outreach to high school students. Human Resources staff will research similar type programs currently being offered by local community colleges and universities with regard to the development of Director Hsueh's proposal.

Item 4.1 was continued to a future meeting.

- 4.2. Receive an Update on the Office of Racial Equity, Diversity and Inclusion Program Activities.

Recommendation: Receive information on the Office of Racial Equity, Diversity and Inclusion program activities.

Mr. Warren Whitlock, Racial Equity and Diversity and Inclusion Manager, reviewed the information on this item, per the attached Committee Agenda Memo, and corresponding presentation materials contained in Attachment 1.

It was moved by Director John Varela, seconded by Director Hsueh, and carried by roll call vote to recommend to the Valley Water Board of Directors that a full Board discussion of voting rights be agendized at a regular Board meeting.

4.3. Receive an Update on the Pay Equity Analysis.

Recommendation: Receive summary information on the FY2020 Pay Equity Analysis results.

Mr. Whitlock reviewed the information on this item, per the attached Committee Agenda Memo, and noted that the results of the analysis showed no disparity or impacts.

Director Estremera discussed the confidentiality level of the report and expressed support to make the information available to the public to demonstrate Valley Water's transparency and that any feedback received would enable the Board to correct deficiencies and make improvements. Director Estremera will discuss with the Board, CEO and new District Counsel how this information could be made available in the future.

4.4. Review 2021 Diversity and Inclusion Ad Hoc Committee Work Plan and Meeting Schedule.

Recommendation: Review the 2021 Diversity and Inclusion Ad Hoc Committee Work Plan and make adjustments as necessary.

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

The Committee requested to following adjustment to its Work Plan:

Agendize a discussion regarding the expansion of recruitment, retention, internship and scholarship programs (continued from Item 4.1).

**5. INFORMATION ITEMS.**

None.

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

Ms. Natalie Dominguez, Assistant Deputy Clerk II, reviewed Committee request and recommendations as follows:

Item 4.1:

Continue Item 4.1 to a future meeting, and Director Hsueh to meet with Human Resources staff to assist with the development of discussion points for a future agenda item.

Item 4.2:

The Committee will recommend to the Valley Water Board of Directors that a full Board discussion of voting rights be agendized at a regular Board meeting.

Item 4.4:

Add the following item to the Committee Work Plan: Agendize a discussion regarding the expansion of recruitment, retention, internship and scholarship programs (continued from Item 4.1).

**7. ADJOURN.**

Adjourn to Regular Meeting at 2:00 p.m., on July 22, 2021, to be called to order in compliance with the State Emergency Services Act, the Governor's Emergency Declaration related to COVID-19, and the Governor's Executive Order N-29-20.

Chairperson Estremera adjourned the meeting at 2:55 p.m., to the next meeting scheduled to occur on Thursday, July 22, 2021, to be called to order in compliance with the State Emergency Services Act, the Governor's Emergency Declaration related to COVID-19, and the Governor's Executive Order N-29-20.

Natalie F. Dominguez, CMC  
Assistant Deputy Clerk II

Approved:



# Santa Clara Valley Water District

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**File No.:** 21-0802

**Agenda Date:** 7/22/2021

**Item No.:** 4.1.

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## **COMMITTEE AGENDA MEMORANDUM**

### **Agricultural Water Advisory Committee**

#### **SUBJECT:**

Receive an Update on the Office of Racial Equity, Diversity, and Inclusion Program Activities.

#### **RECOMMENDATION:**

Receive information on the Office of Racial Equity, Diversity and Inclusion program activities and progress.

#### **SUMMARY:**

Since the last D&I Ad Hoc Committee meeting on April 22, 2021, the Office of Racial Equity, Diversity and Inclusion (REDI), has made progress in advancing equity, diversity and inclusion efforts outlined in the resolution "Addressing Systemic Racism and Promoting Equity," which was adopted by the full Board on September 22, 2020.

Per the Diversity & Inclusion Ad Hoc Committee 2021 Workplan, the pending Pay Equity Analysis item has been referred to Legal Counsel to ascertain the next steps with the Board and answer any questions directly.

Since the April 22, 2021 meeting, staff has accomplished the following:

- On May 25, 2021 Office of REDI collaborated with the Asian Pacific Resource Group (APRG) Employee Resource Group (ERG) to host the Asian American Pacific Islander Cultural Speaker's Panel, which included 136 attendees
- Collaborated with ERGs and staff to host first virtual "Taste of Inclusion" event on June, 15, 2021, which included 178 attendees
- Developed and advanced Juneteenth holiday recommendation for Board consideration at July 13<sup>th</sup> Board meeting
- Collaborated with Human Resources and scheduled Agency's first training on unconscious bias for managers and supervisors for July 20<sup>th</sup>, with subsequent trainings to follow for all staff
- Supported all twelve ERGs in their various efforts and events during fiscal year 2021, for a total of 35 activities, which included 24 cultural and professional development events, and four resolutions
- Initiated Valley Water's first equity assessment effort with a final report due in July, that will inform development of Strategic Master Plan efforts
- Staff and an Organization for Latino Affairs (OLA) ERG Board member attended Government Alliance on Race and Equity (GARE) virtual conference in May

- Selected a consultant to develop Valley Water's first Master Plan in Fiscal Year 2022

The REDI team will continue building upon its progress to date and undertake several key initiatives, including:

- Roll out a staff training in August on including Environmental Justice (EJ) impacts in all standard board agenda memos, following the approval of the EJ Ends Policy in February
- Collaborate with Association of Black Employees (ABE) ERG on next cultural speaker panel event on African American community issues in August
- Present Voter Rights Resolution for Board consideration at August 10<sup>th</sup> Board meeting
- Work with consultant to kick off Strategic Master Plan efforts in August 2021
- Collaborate with Office of Civic Engagement on drought outreach efforts to disadvantaged and historically underrepresented communities in Santa Clara County
- Establish monthly meetings with the leadership of all Employee Resource Groups (ERGs) to address action items requiring REDI guidance
- Establish monthly meetings with the Human Resources leadership to address equity issues in HR policies for hiring, recruiting, development etc. for Valley Water personnel
- Develop agency wide protocols for managing the relationship between Valley Water and the various tribal communities impacted by the Agency's work throughout Santa Clara Valley

These activities will continue to build upon the resolution and progress to date to build out a long-term strategic master plan that will align with Valley Water's goal to ensure that racial equity, diversity, and inclusion practices are all equally reflected both internally and externally to better serve all communities.

**ATTACHMENTS:**

Attachment 1: PowerPoint

Attachment 2: ERG Activities Report

**UNCLASSIFIED MANAGER:**

Marta Lugo, 408-630-2237



# Valley Water

Clean Water • Healthy Environment • Flood Protection

## Diversity & Inclusion Ad Hoc Committee July 22, 2021

Presented By: Warren Whitlock  
Office of Racial Equity, Diversity & Inclusion (REDI)

# Office of REDI: Expanding Diversity, Equity & Inclusion efforts



## Efforts accomplished to advance DEI:

- Events
  - AAPI panel on May 25<sup>th</sup>
  - Taste of Inclusion on June 15<sup>th</sup>
- Juneteenth holiday recommendation
  - July 13<sup>th</sup> Board meeting
- DEI Training- unconscious bias
  - July 20<sup>th</sup> managers
- Equity Assessment

# Office of REDI: Event debrief

## PLEASE JOIN US! Office of REDI's Cultural Speaker Panel Series:

Addressing violence against the Asian  
American and Pacific Islander Community

Tuesday, May 25<sup>th</sup>  
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



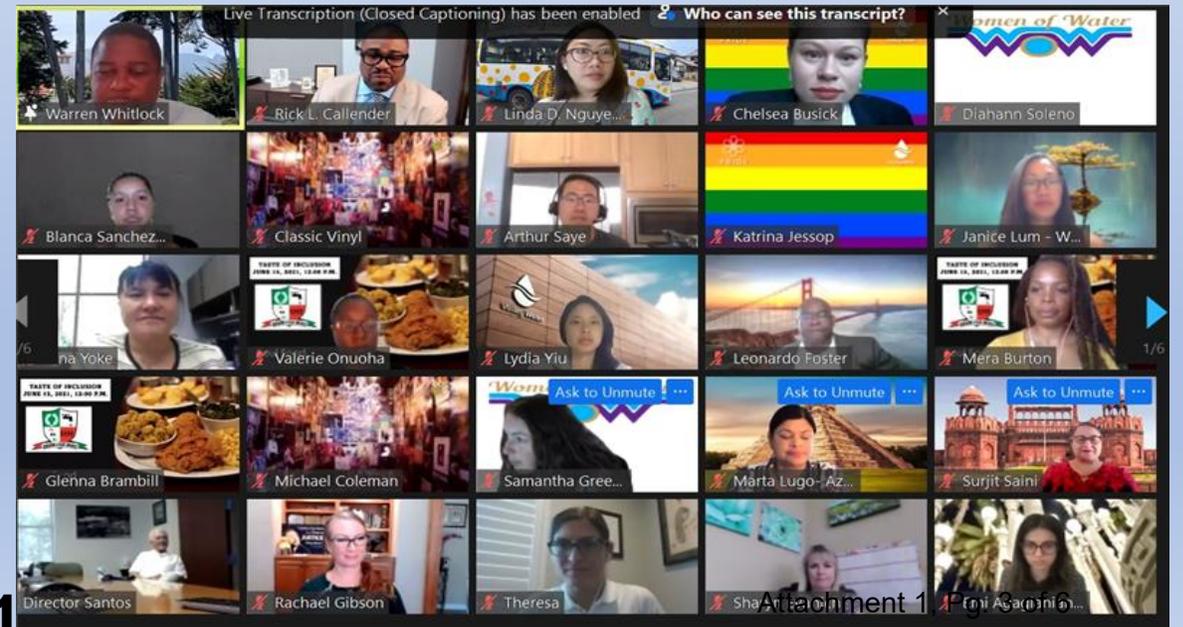
**Hari Kondabolu**  
Nationally recognized  
comedian, actor, filmmaker,  
writer & podcast host



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



**Ash Kalra**  
California Assembly  
Member 27th  
Assembly District



# ERG events & efforts in FY2021

Employee Resource Groups (12)  
summary of activities :

- 35 efforts & events that included:
  - 24 cultural & professional development events
  - 4 resolutions



# Office of REDI: Assessment → Strategic Master Plan

## Current efforts:

- Advancing environmental justice
- Cultural speaker panel events
- Voter Rights Resolution- August 10<sup>th</sup>
- Begin development of Strategic Master Plan:
  - Racial equity action plans
  - Equity council



# QUESTIONS



## Employee Resource Group (ERG) report of activities and efforts in Fiscal year 2021

Date	Event/effort	Employee Resource Groups (ERG)
7/6/2020	Plastic Free July awareness article post	Green Team
8/6/2020	ABE Promotion Event—congratulating CEO	Association of Black employees (ABE)
9/8/2020	<a href="#">Resolution- on National Hispanic Heritage Month</a>	<a href="#">Organization for Latino affairs (OLA)</a>
9/24/2020	Women's Business Day event- unconscious bias & women in workforce training	WOW, DRYP, Classic, ABE, PRIDE, NAP
Sept-Oct 2020	Hispanic Heritage month events - health/wellness (4 weeks)	Organization for Latino affairs (OLA)
10/27/2020	Anniversary of ADA- event commemorating	Ability awareness group
11/14/2020	National Society of Black Engineers Fall Regional Conference— Virtual Career Fair	Association of Black employees (ABE)
11/18/2020	Diwali event	Indo-American Association
Nov 2020	Effort to show appreciation for custodial & cafeteria staff during holidays	Organization for Latino affairs (OLA)
Nov 2020	Post commemorating Transgender Awareness day remembrance	PRIDE- LESBIAN, GAY, BISEXUAL, TRANSGENDER/STRAIGHT ALLIANCE
11/11/2020	Video post for Veterans Day	Veterans awareness group
12/1/2020	WOW mask collage - How are you coping with the pandemic	Women of water (WOW)
12/8/2020	Virtual Holiday gathering	Women of water (WOW)
12/11/2020	Kwanzaa Celebration- Potluck Event	Association of Black employees (ABE)
Dec 2020	Toy drive - Toys for tots	Veterans/ APRG
1/6/2021	Rosca de Reyes presentation	Organization for Latino affairs (OLA)
2/11/2021	Black history month posts & Town hall presentation	Association of Black employees (ABE)
2/18/2021	Lunar new year celebration	Asian Pacific resource group (APRG)
March 2021	Fun Bus presentation	all (12) ERGs
3/18/2021	<a href="#">Resolution- Honoring Cesar Chavez the weeks of March 29th-April 1st</a>	<a href="#">Organization for Latino affairs (OLA)</a>
3/18/2021	Lean in circle event	WOW, DRYP, Classic, ABE, PRIDE, NAP
3/21/2021	International Women's Day Town Hall presentation and NYCU articles	Women of water (WOW)
Mar- May 21	Served on Telecommute policy committee	Network & activities for parents (NAP)
1/6/2021	Rosca de Reyes presentation	Organization for Latino affairs (OLA)
4/2/2021	<a href="#">Resolution- recognizing 4/22 as Earth Day</a>	<a href="#">Green Team</a>
4/6/2021	Cesar Chavez & environmental justice event	Organization for Latino affairs (OLA)
5/13/2021	Town hall presentation for AAPI heritage month	Asian Pacific resource group (APRG)
5/25/2021	AAPI panel, REDI worked with APRG	Asian Pacific resource group (APRG)
6/10/2021	Town hall presentation on PRIDE month	PRIDE
6/8/2021	<a href="#">Resolution- annual Juneteenth recognition</a>	<a href="#">Association of Black employees (ABE)</a>

6/15/2021	Taste of inclusion event	ABE, APRG, Ability, Classic, Indo-Amer Assoc, OLA, PRIDE, Veterans, WOW; <u>staff</u> : Janice Lum, Marta Lugo and Tina Yoke
6/24/2021	Juneteenth recognition event	Association of Black employees (ABE)

**Valley Water’s 12 Employee Resource Groups (ERG)**

 <p><b>Ability Awareness Group</b></p>	 <p><b>Asian Pacific Resources Group</b></p>	 <p><b>Association of Black Employees</b></p>
 <p><b>CLASSIC VINYL Baby Boomers</b></p>	 <p><b>Developing &amp; Recognizing Y-Gen Professionals</b></p>	 <p><b>Green Team</b></p>
 <p><b>Indo-American Association</b></p>	 <p><b>PRIDE</b> (Lesbian, Gay, Bisexual, Transgender/Straight Alliance)</p>	 <p><b>Organization for Latino Affairs</b></p>
 <p><b>Network and Activities for Parents (NAP)</b></p>	 <p><b>Veterans Awareness Group</b></p>	 <p><b>Women of Water (WOW)</b></p>



# Santa Clara Valley Water District

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**File No.:** 21-0825

**Agenda Date:** 7/22/2021

**Item No.:** 4.2.

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## **COMMITTEE AGENDA MEMORANDUM**

### **Diversity & Inclusion Ad Hoc Committee**

**SUBJECT:**

Receive Update on Human Resources Activities.

**RECOMMENDATION:**

- A. Receive an update on proposed expansion of recruitment, retention, internship and scholarships for disadvantaged students, and Long-Term, Master Staffing Plan; and
- B. Provide input and recommendations, as necessary.

**SUMMARY:**

At the April 2021 Diversity and Inclusion Board Ad Hoc Committee, the Board Committee gave direction to staff to return with a proposal that helps with the expansion of recruitment, retention, internship, and scholarships for disadvantaged college students.

Staff will provide a presentation that describes the challenges that disadvantaged college students face, programs that local colleges and universities offer, and a proposal for enhancing our current programs to support disadvantaged college students.

Staff will also provide a verbal update on efforts to procure a staff forecasting software tool that will enable Valley Water to create and manage a long-term master staffing plan.

**ATTACHMENTS:**

Attachment 1: PowerPoint

**UNCLASSIFIED MANAGER:**

Ingrid Bella, 408-630-3171

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# HELPING LOCAL STUDENTS GRADUATE

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LAUREL HANCHETT, RECRUITING  
PRESENTED TO THE D&I AD HOC COMMITTEE

# Reasons Why Students Don't Graduate from College

- **Financial challenges:** Getting a four-year degree has steadily risen over recent years.
- **Lack of non-academic preparation:** First-gen students can struggle to know where to turn to for assistance, even when colleges have a wealth of resources available.
- **Lack of a support network in order to graduate:** Many low-income, first-generation, and minority students may doubt their ability to succeed in college or at a professional career.

<https://www.washingtonpost.com/news/wonk/wp/2018/04/03/the-hidden-crisis-on-college-campuses-36-percent-of-students-dont-have-enough-to-eat/>

<https://eab.com/insights/daily-briefing/student-success/7-reasons-other-than-cost-that-students-dont-graduate/>

# Valley Water Related Majors

## Watershed & Water Utility

Agriculture Public Services	Earth Sciences
Animal Science	
Landscape & Nursery	Environmental Management & Sciences
Plant Sciences/Horticulture	
Soil Science	Fisheries & Wildlife
City, Urban, Regional Planning	Natural Resource Management
Landscape Architecture	
Real Estate	Geography
Related Engineering	
Public Health	Related Technologies & Technicians
Biology	Quality Control and Safety Technologies & Technicians
Botany/Plant Biology	
Microbiology	
Construction Trades	Transportation Operations and Maintenance
Chemistry	
Conservation	
Construction Management	

## Administrative

Accounting
Actuarial/Risk Analysis
Business Administration & Management
Business Analytics
Finance & Financial Management
Human Resources
Management Science
Marketing
Non-Profit Management
Operations Management
Supply Chain Management
Law
Political Science & Government
Public Administration
Public Policy
Urban Planning
Computer Programming
Computer Science
Computer Systems Networking & Telecommunications
Cyber Security
Information Systems Management
English

## External Affairs

Graphic Design
Communication & Media Studies
Digital Communication
Documentary/Film
Journalism
Public Relations
Radio, Television, Media
Early Childhood Education
Education Administration
Elementary Education
Language Arts Education

# Valley Water Currently Helps Students:

## High School

- Job Shadow Day (Civic Engagement)
- High School Interns- resuming Summer 2022
- High School Teacher Externship (Recruitment and Civic Engagement)
- Youth Commission (Civic Engagement)

## College

- Year-Round Internship
- Summer Internship Program
- Trade Internship
- Apprentice (Winter 2021)
- Career Fairs
- Career Panels (VW Subject Matter Experts)
- Resume Workshops
- Interviewing Workshops

# SJSU CARES

San Jose State University

## Program

- *SJSU Cares* provides resources and services for SJSU students facing an unforeseen financial crisis.
- Eligible: Current student with gross annual income of \$33,348 USD or less.
- Goal: Ensure students reach their academic goals towards graduation.

## What SJSU Cares' students need:

- Financial assistant: Cost of books are expensive – \$1,000 needed. (Science books most costly).
- Providing employment or internships

# SSS Aspire program

San Jose State University

## Program

- The SSS-ASPIRE program is a federally grant funded program that aims to increase college retention and graduate rates among students.
- At SJSU, they serve 258 students and take 50 new students every year.
- Eligible (meet at least one of the following requirements): Low income, first generation in college, have a learning or physical disability

## What SSS Aspire's students need:

- Internship/mentorship program
- Resume workshop
- Financial assistant for school supplies- \$300
- Scholarship opportunity

# World Innovations Network

West Valley & Mission College

## Program

- WIN is a non-profit that teaches real-world knowledge to community college students through project-based learnings to aim to innovate new solutions to big problems the world faces.
- Goal: help community college students in Social Equality, Environmental Health and Economic Advancement

## What WIN's students needs:

- Internship
- Mentors

# EOPS/CARE

Gavilan College

## Program

- Extended Opportunity Programs and Services (EOPS) is a California state-funded student support services program for students facing social, economic, and educational challenges.

## What EOPS' student need:

- Scholarship, internship and job opportunity
- Incentive to attend workshops (gift cards)
- EOP wants students to have funds that are not limited – money they can use towards food, housing, books, utilities and other school supplies.

What can Valley Water do to help these programs?



# What will Valley Water gain by Helping Students?

- Provide insight to water careers in a public agency
- Help disadvantage students in our community
- Increase interest in future Valley Water employment
- Support the Valley Water's entry-level succession planning efforts
- Build Valley Water's brand and partnerships with universities and colleges

# Proposal: Additional Internship Spots

We will add 10 additional spots to the Summer Internship Program for students from disadvantaged communities.

- Partner with agencies to select students
  - Live or attend school in Santa Clara County
  - Low-income or first-generation college student
- Cost: 12 Week summer program: \$14,837 per intern x 10 interns= **\$148, 370**

# Proposal: Career-Ready Scholarship Program

Establish a Career-Ready Scholarship program for 50 disadvantaged students per year

- Partner with agencies to select students with VW related majors to join the program
- The program will be for 6 months, students will focus on:
  1. Meeting w/ Valley Water mentor to discuss Valley Water Career Paths
  2. Resume workshop with Valley Water Subject Matter Expert
  3. Interview coaching with tips on Valley Water's hiring process
  4. Job shadow with Valley Water Employees
  5. Valley Water Tour to learn about our amazing agency
- After students are done with the program, they will receive a \$1,000 scholarship
- Cost: 50 Students X \$1,000 scholarship= **\$50,000 per year**



# Santa Clara Valley Water District

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**File No.:** 21-0745

**Agenda Date:** 7/22/2021

**Item No.:** 4.3.

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## **COMMITTEE AGENDA MEMORANDUM**

### **Diversity & Inclusion Ad Hoc Committee**

**SUBJECT:**

Review 2021 Diversity and Inclusion Ad Hoc Committee Work Plan and Meeting Schedule.

**RECOMMENDATION:**

Review the 2021 Diversity and Inclusion Ad Hoc Committee Work Plan and make adjustments as necessary.

**SUMMARY:**

Work Plans are created and implemented by all Board Committees to increase efficiency, provide advanced public notice of intended Committee discussions, and enable improved follow-up by staff. Work Plans are dynamic documents managed by Committee Chairs and are subject to change. Committee Work Plans also assist staff with the preparation of Annual Committee Accomplishment Reports.

The Diversity & Inclusion Ad Hoc Committee (Committee) Work Plan contains suggested topics for discussion based on information from the following sources:

- Items referred to the Committee by the Board;
- Items requested by the Committee to be brought back by staff;
- Items scheduled for presentation to the full Board of Directors; and
- Items identified by staff.

The Committee Work Plan contained in Attachment 1 is presented for the Committee's review to determine topics for discussion at future meetings in the calendar year 2021.

Committee meetings are currently proposed to occur quarterly the fourth Thursday of the month or at the call of the Committee Chair. The next regular scheduled meeting is proposed to occur on October 28, 2021.

**ATTACHMENTS:**

Attachment 1: 2021 D&I Ad Hoc Committee Work Plan

**UNCLASSIFIED MANAGER:**

Michele King, 408-2630-2711

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**2021 DIVERSITY & INCLUSION AD HOC COMMITTEE WORKPLAN**

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
<b>REDI Office</b>												
Update on Activities of the Office of Racial Equity, Diversity & Inclusion (REDI)	X			X			X					
<a href="#">2020-2024 D&amp;I Master Plan (Carried over from 2019 Work Plan)</a>												
Discuss Ends Policy Structure and Framework (Requested: 8/72/20) (Presented to BPPC, approved by Valley Water BOD Feb 2021)												
Climate Change w/r environmental justice to address equity issues within Valley Water's jurisdiction (1/28/21)												
<b>Human Resources</b>												
Maintaining Appropriate Staff Levels and Expertise.	X											
Long-Term Staffing Master Plan	X						X					
Update on Emerging Leaders Program (Carried over from 2019 Work Plan)												
Hiring & Promotion Report (Requested: 8/27/20)												
Expansion of Educational Programs/HS Intern Program (Requested: 8/27/20)				X			X					
Update on Pay Equity Analysis (Requested: 1/28/21)				X								
Update on Strategic Staffing Plan							X					
<b>Standing Items:</b>												
Election of Committee Officers (Annually)	X											
2019 and 2020 D&I Ad Hoc Committee Accomplishment Report (Annually)	X											
Approval of Minutes	X			X			X					
Review Committee Work Plan - Confirm items for next meeting	X			X			X					

Revised: 7/13/21

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