

DIVERSITY & INCLUSION AD HOC COMMITTEE MEETING

MINUTES

**THURSDAY, OCTOBER 27, 2022
2:00 PM**

(Paragraph numbers coincide with agenda item numbers)

1. ROLL CALL.

A regular 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 October 27, 2022 in the Valley Water Headquarters Building Boardroom at 5700 Almaden Expressway, San Jose, California, and by Zoom teleconference.

1.1. Roll Call

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

Staff participating were Lisa Bankosh, Ricardo Barajas, Ingrid Bella, Rechelle Blank, Chelsea Busick, Jennifer Codianne, Conception Gayotin, Rachael Gibson, Brian Hopper, Michele King, Emilia Llamas, Marta Lugo, Patrice McElroy, Linda Nguyen, Melanie Richardson, Blanca Sanchez-Cruz, Bryant Welch, Sunny Williams, and Tina Yoke.

Guests in attendance were Keith Applewhite and Ryan Castillo, of undisclosed affiliation; Jacqueline Reynoso and Emilio Cruz, Programs and Policy Director and Vice President, Cordoba Corporation, respectively; Director-Elect Jim Beall; and Director John L. Varela.

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 June 8, 2022.

Recommendation: Approve the minutes.

The Committee considered the June 8, 2022 minutes of the Diversity & Inclusion Ad Hoc Committee. It was moved by Director Hsueh, seconded by Chairperson Estremera, and unanimously carried to approve the minutes as presented.

4. ACTION ITEMS:

4.1. Update on the Valley Water Diversity, Equity and Inclusion Strategic Master Plan.

Recommendation: Receive a general update on the progress and status of Valley Water's Diversity, Equity and Inclusion Strategic Master Plan, and provide feedback to staff.

Marta Lugo, Assistant Officer, reviewed the information on this item, per the attached Committee agenda memo, and Emilio Cruz, Cordoba Corporation Vice President, reviewed the information contained in Attachment 1.

The Committee received information on the following:

- Valley Water's Diversity Equity and Inclusion (DEI) vision and proactive approach with the formation of the REDI Office, reasons for the DEI initiative, qualifications of Cordoba Corporation and Dakota Communications in preparing the agency-wide DEI five-year Strategic Master Plan, and scope of Cordoba services covered on Tasks 1-4;
- Presentation of the final draft of the master plan will be presented at the January 2023 D&I AHC meeting;
- Cordoba preliminary draft recommendations on community engagement and business operations and work environment.

The Director-Elect Jim Beall asked for information on whether economic targeting could be done to increase the economic viability of certain areas and suggested for staff to secure a map of the federal opportunity zones to understand where to provide incentives for people to engage in business in those zones.

Chairperson Estremera mentioned that he would have a briefing with Marta Lugo on where the District was with respect to contracting aspects and would share the information with Director-Elect Beall.

4.2. Receive Draft Article Detailing Valley Water's History of Actions to Advance Environmental Justice.

Recommendation: A. Receive Draft Article Detailing Valley Water's History of Actions to Advance Environmental Justice; and
B. Provide any additional input if necessary.

Marta Lugo, Assistant Officer, reviewed the information on this item, per the attached Committee Agenda Memo, and per the information contained in Attachment 1.

Director Hsueh acknowledged the well-written draft article contained here as Attachment 1 of Item 4.2.

The Committee made the following requests of staff:

- Staff would add two concepts similar to what was presented in her original memo from the June 8, 2022 meeting, Attachment 1, Item 4.3. The two concepts are: first, environmental justice is everybody's job and needs to be built into our work; and second, the Board's key decisions were based on community needs even before the term "environmental justice" was known. Several projects were cited as examples to support the second concept.
- Staff to include the above concepts on Valley Water's educational materials and announced that there would be a Volume 3 on Valley Water's history; and that staff should interview Board members and senior staff, including Melanie Richardson, Assistant Chief Executive Officer, who offered to be another resource person on historical projects discussed on this item, and could also direct them to staff that could provide information on specific projects.

The Committee received the information without taking formal action.

4.6. Update Report on ACWA Diversity, Equity and Inclusion (DEI) Activities from Chair Pro Tem Varela. (Continued from June 8, 2022)

Recommendation: Receive verbal report on ACWA DEI activities from Chair Pro Tem John Varela.

Chairperson Estremera announced that Director Varela would present this information to at an upcoming Valley Water Board meeting.

Chairperson Estremera returned the agenda to Item 4.3.

4.3. Valley Water Role in Supporting Housing Affordability.

Recommendation: Consider a Recommendation to Revise Board Governance Ends Policy E-4, Water Resources Stewardship, to Address Support for Affordable Housing.

Lisa Bankosh, Assistant Officer, reviewed the information on this item, per the attached Committee Agenda Memo, and per the information contained in Attachment 1 and added that Valley Water does not have land use authority and lacks the jurisdiction to directly influence the availability of affordable housing. She also discussed encampment cleanup cost, and various indirect influences and participation by Valley Water during planning and development phases for new housing by cities and non-profit organizations.

Motion: Approved revision of Board Governance Ends Policy E-4, Water Resources Stewardship, to address support for affordable Housing, and bring to the full Board for final approval.

Move to Approve: N. Hsueh

Second: T. Estremera

4.4. Receive Amended Tribal Land Acknowledgment Draft Statements.

- Recommendation:
- A. Receive amended previously approved Tribal Land Acknowledgment draft statements; and
 - B. Recommend that the Valley Water Board adopt the amended standardized Tribal Land Acknowledgment statements for use by the Board and staff.

Blanca Sanchez-Cruz, Program Administrator, reviewed the information on this item, per the attached Committee Agenda Memo.

The Committee received information that staff is presenting an amended standardized Tribal Land Acknowledgement statement after receiving input from local tribal communities.

The Director-Elect Jim Beall suggested that Valley Water should redefine its role in the homeless issue, which may include modifying the District Act to create a greater degree of responsibility for Valley Water.

Motion: Approve the recommendation to adopt the amended standardized Tribal Land Acknowledgment statements for use by the Board and staff and to bring to the full Board for final approval.

Move to Approve: N. Hsueh

Second: T. Estremera

4.5. Receive Update on Human Resources Activities.

- Recommendation:
- A. Receive an update on the Valley Water Next-Gen Workforce Development Program; and
 - B. Provide input and recommendations, as necessary.

Patrice McElroy, Deputy Administrative Officer, introduced Mera Burton, Career Pathways Program Manager, who reviewed the information on this item, per the attached Committee Agenda Memo and per the information contained in Attachment 1.

The Committee received information about the Next-Gen Workforce Development Program that engages high school and college students from disadvantaged communities with career readiness opportunities, and about the program's four initiatives.

Director-Elect Jim Beall shared information about a Public Intern Scholarship Program at San Jose State University's College of Social Sciences. The program works with foster youth to help them continue their education. Ingrid Bella, Employment Services Manager, stated that the Human Resources Office would follow up about this program.

The Committee noted the information without taking formal action.

- 4.7. Review Diversity and Inclusion Ad Hoc Committee 2022 Work Plan, and Confirm Next Meeting Date.

Recommendation: A. Review the 2022 Diversity and Inclusion Ad Hoc Committee Work Plan and recommend work plan items for CY 2023; and
B. Approve the proposed next meeting date on January 26, 2023.

Chairperson Estremera reviewed the items on the work plan and announced that he would coordinate with staff if a new item would need to be added to the January 2023 meeting.

5. CLERK REVIEW AND CLARIFICATION OF COMMITTEE REQUESTS.

None.

6. ADJOURN.

Chairperson Estremera adjourned the meeting at 4:05 p.m. to the next meeting scheduled to occur on January 26, 2023.

Eva M. Sans
Assistant Deputy Clerk II

Approved: May 26, 2023

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