

January 5, 2024

## **MEETING NOTICE**

### **SANTA CLARA VALLEY WATER DISTRICT DIVERSITY & INCLUSION AD HOC COMMITTEE**

**Members of the Diversity & Inclusion Ad Hoc Committee:**

District 6 Director Tony Estremera, Committee Chair  
District 5 Director Nai Hsueh, Committee Vice Chair  
District 7 Director Rebecca Eisenberg

**Staff Support of the Diversity & Inclusion Ad Hoc Committee:**

Rick Callender, Chief Executive Officer  
Melanie Richardson, Assistant Chief Executive Officer  
Carlos Orellana, District Counsel  
Brian Hopper, Sr. Assistant District Counsel  
Andrew Gschwind, Assistant District Counsel  
Michele King, Clerk of the Board  
Rachael Gibson, Chief of External Affairs  
Aaron Baker, Chief Operating Officer Water Utility  
Christopher Hakes, Chief Operating Officer Watersheds  
Tina Yoke, Chief Operating Officer, IT & Administrative Services  
Jennifer Codianne, Deputy Operating Officer  
Bhavani Yerrapotu, Deputy Operating Officer  
Patrice McElroy, Deputy Administrative Officer  
Marta Lugo, Deputy Administrative Officer  
Lisa Bankosh, Assistant Officer  
Rosie Cofre, Racial, Equity, Diversity, and Inclusion Manager  
Ingrid Bella, Employment Services Manager  
Linda Nguyen, Senior Management Analyst  
Blanca Sanchez-Cruz, Program Administrator  
Courtney Letts, Program Administrator  
Lidya Tesfaye, Program Administrator  
Richard Nguyen, Management Analyst II  
Sasa Seto, Senior Management Analyst  
Moriah Ibarra, Administrative Assistant

A Santa Clara Valley Water District special meeting of the Diversity & Inclusion Ad Hoc Committee has been scheduled to occur at 12:00 p.m. on Thursday, January 11, 2024 in the Headquarters Building Boardroom located at the Santa Clara Valley Water District, 5700 Almaden Expressway, San Jose, California.

Members of the public may join the meeting via Zoom Teleconference at:  
<https://valleywater.zoom.us/j/93111833352>.

The meeting agenda and corresponding materials are located on our website: <https://www.valleywater.org/how-we-operate/committees/board-committees>.

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

Headquarters Building Boardroom  
5700 Almaden Expressway, San Jose, CA 95118

Join Zoom Meeting:  
<https://valleywater.zoom.us/j/93111833352>

### **SPECIAL MEETING AGENDA**

**Thursday, January 11, 2024  
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 Rebecca Eisenberg, District 7

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:**  
Nicole Merritt  
Assistant Deputy Clerk II  
408-630-3262  
[nmerritt@valleywater.org](mailto:nmerritt@valleywater.org)  
[www.valleywater.org](http://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**  
**SPECIAL MEETING**  
**AGENDA**

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Thursday, January 11, 2024

12:00 PM

Join Zoom Meeting:  
<https://valleywater.zoom.us/j/93111833352>

HQ Boardroom  
5700 Almaden Expressway  
San Jose, CA 95118

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\*\*\*IMPORTANT NOTICES AND PARTICIPATION INSTRUCTIONS\*\*\*

Santa Clara Valley Water District (Valley Water) Board of Directors/Board Committee meetings are held as a “hybrid” meetings, conducted in-person as well as by telecommunication, and is compliant with the provisions of the Ralph M. Brown Act.

To maximize public safety while still maintaining transparency and public access, members of the public have an option to participate by teleconference/video conference or attend in-person. To observe and participate in the meeting by teleconference/video conference, please see the meeting link located at the top of the agenda. If attending in-person, you are required to comply with Ordinance 22-03 - AN ORDINANCE OF THE SANTA CLARA VALLEY WATER DISTRICT SPECIFYING RULES OF DECORUM FOR PARTICIPATION IN BOARD AND COMMITTEE MEETINGS located at <https://s3.us-west-2.amazonaws.com/valleywater.org.if-us-west-2/f2-live/s3fs-public/Ord.pdf>

In accordance with the requirements of Gov. Code Section 54954.3(a), members of the public wishing to address the Board/Committee during public comment or on any item listed on the agenda, may do so by filling out a Speaker Card and submitting it to the Clerk or using the “Raise Hand” tool located in the Zoom meeting application to identify yourself in order to speak, at the time the item is called. Speakers will be acknowledged by the Board Chair in the order requests are received and granted speaking access to address the Board.

- Members of the Public may test their connection to Zoom Meetings at: <https://zoom.us/test>

- Members of the Public are encouraged to review our overview on joining Valley Water Board Meetings at: <https://www.youtube.com/watch?v=TojJpYCxXm0>

Valley Water, in complying with the Americans with Disabilities Act (ADA), requests individuals who require special accommodations to access and/or participate in Valley Water Board of Directors/Board Committee meetings to please contact the Clerk of the Board’s office at (408) 630-2711, at least 3 business days before the scheduled meeting to ensure that Valley Water may assist you.

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

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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.

Under the Brown Act, members of the public are not required to provide identifying information in order to attend public meetings. Through the link below, the Zoom webinar program requests entry of a name and email address, and Valley Water is unable to modify this requirement. Members of the public not wishing to provide such identifying information are encouraged to enter "Anonymous" or some other reference under name and to enter a fictional email address (e.g., attendee@valleywater.org) in lieu of their actual address. Inputting such values will not impact your ability to access the meeting through Zoom.

**Join Zoom Meeting:**  
**<https://valleywater.zoom.us/j/93111833352>**  
**Meeting ID: 931 118 33352**  
**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 Board/Committee on any item not listed on the agenda may do so by filling out a Speaker Card and submitting it to the Clerk or using the "Raise Hand" tool located in the Zoom meeting application to identify yourself to speak. Speakers will be acknowledged by the Board/Committee Chair in the order requests are received and granted speaking access to address the Board/Committee. Speakers' comments should be limited to three minutes or as set by the Chair. The law does not permit Board/Committee action on, or extended discussion of, any item not on the agenda except under special circumstances. If Board/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 Board/Committee may take action on any item of business appearing on the posted agenda.*

- 2.1. Election of 2024 Diversity and Inclusion Ad Hoc Committee Officers. [24-0060](#)
- Recommendation: Nominate and elect the 2024 Diversity and Inclusion Ad Hoc Committee Chairperson and Vice Chairperson.
- Manager: Candice Kwok-Smith, 408-630-3193
- Est. Staff Time: 5 Minutes
- 3. APPROVAL OF MINUTES:**
- 3.1. Approval of Diversity and Inclusion Ad Hoc Committee Meeting Minutes of August 15, 2023. [24-0083](#)
- Recommendation: Approve the minutes.
- Manager: Candice Kwok-Smith, 408-630-3193
- Attachments: [Attachment 1: 081523 DIAHC Minutes](#)
- Est. Staff Time: 5 Minutes
- 4. REGULAR AGENDA:**
- 4.1. Receive Valley Water's Diversity, Equity and Inclusion Strategic Initiative Update and Provide Feedback to Staff. [24-0019](#)
- Recommendation: Receive an update on Valley Water's Diversity, Equity and Inclusion Strategic initiatives, and provide feedback to staff.
- Manager: Marta Lugo, 408-630-2237
- Attachments: [Attachment 1: PowerPoint](#)
- Est. Staff Time: 10 Minutes
- 4.2. Receive Nomination Request to Rename the Junipero Serra Channel; and Consider the Recommendation to Postpone Consideration of Renaming Until Bay Area Tribal Communities are Consulted. [23-1106](#)
- Recommendation: Receive nomination request to rename the Junipero Serra Channel; and Consider the recommendation to postpone consideration of renaming until Bay Area Tribal communities are consulted.
- Manager: Marta Lugo, 408-630-2237
- Attachments: [Attachment 1: Nomination Form](#)
- Est. Staff Time: 5 Minutes

- 4.3. Receive the Employee Engagement Survey Recommendations Update. [24-0057](#)
- Recommendation: Receive an update on Valley Water's 2023 Employee Engagement Survey recommendations as requested by this committee.
- Manager: Patrice McElroy, 408-630-3159
- Attachments: [Attachment 1: PowerPoint](#)
- Est. Staff Time: 10 Minutes
- 4.4. Receive the Fair Chance and Disabled Hiring Update. [24-0045](#)
- Recommendation: Receive an update on Fair Chance & Disabled Hiring as part of this committee's work plan.
- Manager: Patrice McElroy, 408-630-3159
- Attachments: [Attachment 1: PowerPoint](#)
- Est. Staff Time: 5 Minutes
- 4.5. Review Diversity and Inclusion Ad Hoc Committee 2024 Work Plan and Accept 2024 Meeting Schedule and Confirm Regular Meeting Time. [24-0062](#)
- Recommendation: A. Review the 2024 Diversity and Inclusion Ad Hoc Committee Work Plan and make adjustments as necessary; and  
B. Accept the 2024 meeting schedule and confirm regular meeting time.
- Manager: Candice Kwok-Smith, 408-630-3193
- Attachments: [Attachment 1: 2024 D&I Ad Hoc Committee Work Plan](#)  
[Attachment 2: 2024 D&I Ad Hoc Draft Meeting Schedule](#)
- Est. Staff Time: 5 Minutes
- 5. 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.*
- 6. ADJOURN:**
- 6.1. Adjourn to Regular Meeting at 2:00 p.m., on April 25, 2024.

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# Santa Clara Valley Water District

File No.: 24-0060

Agenda Date: 1/11/2024

Item No.: 2.1.

## COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A)

### SUBJECT:

Election of 2024 Diversity and Inclusion Ad Hoc Committee Officers.

### RECOMMENDATION:

Nominate and elect the 2024 Diversity and Inclusion Ad Hoc Committee Chairperson and Vice Chairperson.

### SUMMARY:

The Diversity and Inclusion Ad Hoc Committee as established to work on Board and Director identified issues. The Committee was created to serve a limited or single purpose, not perpetual, and will be disbanded once their specific task is completed.

Officers of the Committee include the Committee Chairperson and Vice Chairperson, who serve as the Committee's primary and secondary facilitators, and representatives. The Committee Chairperson and Vice Chairperson are elected by the Committee annually.

The following is a summary of Diversity and Inclusion Ad Hoc Committee Chairperson and Vice Chairperson terms since the Committee's 2018 enactment by the Board of Directors.

Year	Chairperson	Vice Chairperson
2018	Director Tony Estremera	Director Nai Hsueh
2019	Director Tony Estremera	Director Nai Hsueh
2020	Director Tony Estremera	Director Nai Hsueh
2021	Director Tony Estremera	Director Nai Hsueh
2022	Director Tony Estremera	Director Nai Hsueh
2023	Director Tony Estremera	Director Nai Hsueh

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**File No.:** 24-0060

**Agenda Date:** 1/11/2024  
**Item No.:** 2.1.

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**ATTACHMENTS:**

None.

**UNCLASSIFIED MANAGER:**

Candice Kwok-Smith, 408-630-3193



# Santa Clara Valley Water District

**File No.:** 24-0083

**Agenda Date:** 1/11/2024

**Item No.:** 3.1.

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## **COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee**

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A - Gov. Code § 84308)

### **SUBJECT:**

Approval of Diversity and Inclusion Ad Hoc Committee Meeting Minutes of August 15, 2023.

### **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 Diversity and Inclusion Ad Hoc 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.

### **ENVIRONMENTAL JUSTICE IMPACT:**

There are no Environmental Justice impacts associated with this item.

### **ATTACHMENTS:**

Attachment 1: 081523 DIAHC Minutes

### **UNCLASSIFIED MANAGER:**

Candice Kwok-Smith, 408-630-3193

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DIVERSITY & INCLUSION AD HOC COMMITTEE MEETING

# DRAFT MINUTES

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**REGULAR MEETING  
TUESDAY, AUGUST 15, 2023  
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 in the Valley Water Headquarters Building Boardroom at 5700 Almaden Expressway, San Jose, California, and by Zoom teleconference, at 11:00 a.m.

### **1.1 Roll Call.**

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

Director Rebecca Eisenberg (District 7) arrived as noted below.

Staff members in attendance were: Ingrid Bella, Ricardo Barajas, Roseryn Bhudsabourg, Glenna Brambill, Rick Callender, Theresa Chinte, Jennifer Codianne, Rosie Cofre, Rachael Gibson, Walter Gonzalez, Heather Hamp, Brian Hopper, Candice Kwok-Smith, Dave Leon, Courtney Letts, Isabella Luong, Velia Mariscal, Patrice McElroy, Emily Meeks, Nicole Merritt, Linda Nguyen, Carlos Orellana, James Randol, Shanika Richards, Mario Rivas, Blanca Sanchez-Cruz, Michelle San Miguel, Max Overland, Sasa Seto, Lidya Tesfaye, Sherilyn Tran, Cheryl Togami, Bryant Welch, Tina Yoke, Zuberi White, and Beckie Zisser.

Public in attendance was: None.

## **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 who wished to speak.

Attachment 1

### **3. APPROVAL OF MINUTES:**

- 3.1. Approval of May 26, 2023 Diversity and Inclusion Ad Hoc Committee Meeting Minutes.

Recommendation: Approve the minutes.

The Committee considered the attached minutes of the May 26, 2023 Committee meeting without a staff presentation.

Public Comments:  
None.

It was moved by Vice Chair Hsueh and seconded by Chairperson Estremera and carried by majority vote that the minutes be approved.

### **4. REGULAR AGENDA:**

- 4.1. Receive and Discuss the Draft Plan for Documenting and Disseminating Valley Water's Board Historical Actions to Enable the Advancement of Environmental Justice.

Recommendation: Receive and discuss the draft plan for documenting and disseminating Valley Water's Board historical actions to enable the advancement of Environmental Justice.

Blanca Sanchez-Cruz reviewed the information on this item, per the attached Committee Agenda Memo and per the information contained in Attachment 1.

Blanca Sanchez-Cruz was available to answer questions.

Public Comments:  
None.

The Committee received the information, took no formal action, and noted the following:

- The Committee gave positive feedback on the Draft Plan; and Director Hsueh gave direction to staff on revisions under Theme 3: Financial Structures on Page 2 of Attachment 1.

Director Eisenberg arrived.

- 4.2. Receive Valley Water's Next Generation (Next Gen) Career Pathways Program.

Recommendation: Receive an update on Valley Water Next Gen Career Pathways Program.

Ingrid Bella reviewed the information on this item, per the attached Committee Agenda Memo and per the information contained in Attachment 1.

Ingrid Bella was available to answer questions.

Public Comments:  
None.

The Committee received the information, took no formal action, and noted the following:

The Committee gave positive feedback on the update and encouraged staff to continue their efforts of inclusiveness and equal representation to promote workforce development.

#### 4.3. Receive Valley Water's Veteran Outreach Initiatives Update.

Recommendation: Receive an update on Valley Water's efforts to increase visibility and preference for veteran applicants.

Courtney Letts 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: Courtney Letts reviewed Slide 1 and Slides 5 through 7 and Sasa Seto reviewed Slides 2 through 4 and Slide 8.

Courtney Letts, Sasa Seto, and Patrice McElroy were available to answer questions.

Public Comments:  
None.

The Committee received the information, took no formal action, and noted the following:

- The Committee gave positive feedback on the update and recognition for achieving the Military.com Veteran Hiring Pledge badge and noted upcoming outreach updates for the formerly incarcerated and persons with disabilities.
- Director Eisenberg noted for staff that climate change and Environmental Justice efforts as possible options to assist with Veteran outreach.

4.4. Receive Information on the Process of Employee Complaints Against Board Members and the Chief Executive Officer (CEO).

Recommendation: Receive the information on the Employee Complaints Process against Board Members and the CEO.

Patrice McElroy reviewed the information on this item, per the attached Committee Agenda Memo and per the information contained in Attachment 1.

Patrice McElroy and Rick Callender were available to answer questions.

Public Comments:  
None.

The Committee received the information, took no formal action, and noted the following:

- Director Eisenberg noted support for reevaluating the complaints process and Director Hsueh noted that the Board Policy and Planning Committee's current focus was on updating the ethics and code of conduct portion of the Governing Policy, GP 6 to be considered by the Board at a future meeting.

4.5. Review Diversity and Inclusion Ad Hoc Committee 2023 Work Plan and Accept 2023 Meeting Schedule.

Recommendation: A. Review the 2023 Diversity and Inclusion Ad Hoc Committee 2023 Work Plan and make Adjustments as necessary; and  
B. Accept the 2023 meeting schedule.

The Committee considered this Item without a staff presentation.

Blanca Sanchez-Cruz, Patrice McElroy, and Rick Callender were available to answer questions.

Public Comments:  
None.

The Committee received the information, took no formal action, and noted the following:

- The Committee reconfirmed interest in receiving upcoming outreach updates for the formerly incarcerated and persons with disabilities at a future meeting.
- The Committee confirmed a report back in 6 months regarding the



status of the implementations per the results of the Employee Survey Report and Director Hsueh noted the option of the Committee submitting their questions to the Chair.

**5. 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.*

None.

**6. Adjourn:**

6.1. Adjourn to Regular Meeting at 2:00 p.m, on October 26, 2023.

Chairperson Estremera adjourned the meeting at 12:32 p.m., to the regular meeting at 2:00 p.m. on October 26, 2023, but it was subsequently canceled with the next meeting to be determined.

Nicole Merritt  
Assistant Deputy Clerk II

Date Approved:

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# Santa Clara Valley Water District

**File No.:** 24-0019

**Agenda Date:** 1/11/2024

**Item No.:** 4.1.

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## **COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee**

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A - Gov. Code § 84308)

### **SUBJECT:**

Receive Valley Water's Diversity, Equity and Inclusion Strategic Initiative Update and Provide Feedback to Staff.

### **RECOMMENDATION:**

Receive an update on Valley Water's Diversity, Equity and Inclusion Strategic initiatives, and provide feedback to staff.

### **SUMMARY:**

After receiving the final DEI Strategic Master Plan Recommendations Report from the consultant, staff is using a "Create, Collaborate and Consult" framework to coordinate the implementation of the DEI strategic initiatives. REDI-led components aim to continue to foster an inclusive culture and work environment, while building the DEI capacity of our workforce. Concurrently, and in partnership with various units, the first set of DEI initiatives already underway include:

- DEI socialization and capacity-building
- Alignment of the Employee Resource Groups Program with business priorities
- Development of Fair Chance Program
- Development of Disability Employment Program
- Strengthening of Tribal outreach and engagement strategy
- Creation of REDI Liaisons cohort
- Completion of Veteran Hiring Pledge
- Launch of updated Small Business Enterprise Outreach Program

Implementation of these and upcoming DEI strategic initiatives will be an ongoing and iterative process of continuous improvement requiring constant commitment and investment from the agency and all staff to ensure equity and justice in the outcomes for our workforce, and community.

This item provides the D&I Ad Hoc Committee with an update on the progress of the DEI strategic initiatives, including a high-level timeline.

**ENVIRONMENTAL JUSTICE IMPACT:**

There are no direct Environmental Justice impacts associated with this item. However, the advancement of Valley Water's DEI Initiatives includes the strengthening of environmental justice practices and equity considerations across agency policies, processes, decision-making, and outcomes.

**ATTACHMENTS:**

Attachment 1: PowerPoint

**UNCLASSIFIED MANAGER:**

Marta Lugo, 408-630-2237





# DEI Strategic Initiatives Update

D&I Ad Hoc Committee

January 11, 2024



# Strategic Initiatives Implementation

## Create

*REDI as the Leader*

- Culture & Work Environment
- Environmental Justice
- Employee Resource Groups

## Collaborate

*REDI as a partner & co-creator*

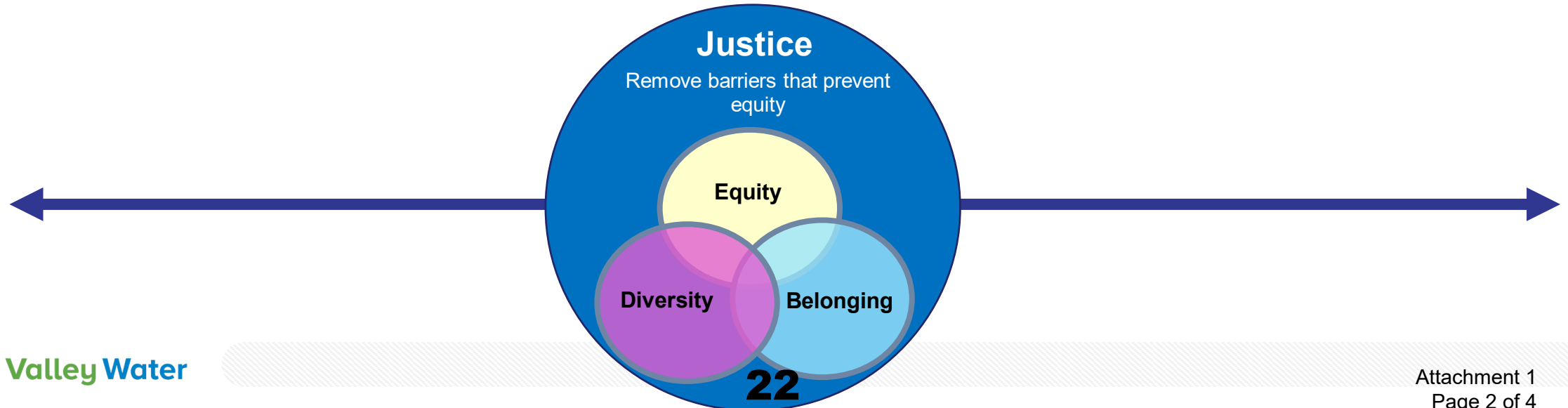
- Talent Acquisition and Retention
- Contracts and Procurement
- Capital Improvement Program
- Grants

## Consult

*REDI as a Subject Matter Expert (SME)*

- Public Outreach and Community Engagement

*Implementation by All Across the Agency*



# DEI Initiative In Progress

3

Progress:	Strategic Initiative
Awareness	<ul style="list-style-type: none"><li>• DEI socialization activities (On-going)</li></ul>
Alignment	<ul style="list-style-type: none"><li>• Re-align REDI's scope (On-going)</li><li>• Alignment of ERGs to business priorities (On-going)</li><li>• Fair Chance Program (In progress)</li><li>• Disability Employment Program (In progress)</li><li>• Tribal Outreach &amp; Engagement (In progress)</li></ul>
Action	<ul style="list-style-type: none"><li>• REDI Liaisons Cohort (In progress)</li><li>• Veterans Hiring Pledge (Completed)</li><li>• Small Business Enterprise Outreach Program (Complete)</li></ul>

# QUESTIONS







# Santa Clara Valley Water District

**File No.:** 23-1106

**Agenda Date:** 1/11/2024

**Item No.:** 4.2.

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## **COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee**

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A - Gov. Code § 84308)

### **SUBJECT:**

Receive Nomination Request to Rename the Junipero Serra Channel; and Consider the Recommendation to Postpone Consideration of Renaming Until Bay Area Tribal Communities are Consulted.

### **RECOMMENDATION:**

Receive nomination request to rename the Junipero Serra Channel; and Consider the recommendation to postpone consideration of renaming until Bay Area Tribal communities are consulted.

### **SUMMARY:**

The Office of Racial Equity, Diversity and Inclusion received a nomination request form for the renaming of the Junipero Serra Channel, which was submitted to the Office of Communication in 2020. The channel is a Santa Clara Valley Water District (Valley Water)-owned facility located in the City of Cupertino, on the south side of I-280, near exit 10 (North Wolfe Road exit).

The channel is currently named Junipero Serra Channel, in honor of Father Junipero Serra y Ferrer, a Catholic priest and missionary of the Franciscan Order credited with the founding of the mission system in California, which resulted in the decimation of Native American populations.

For decades, Native American activists have called for the removal of markers of colonization that continue to celebrate the subjugation, coercion, punishment, indifference, and genocide of Native Americans. On June 19, 2020, protestors pulled down a Junipero Serra statue that stood in San Francisco's Golden Gate Park. On July 4, 2020, another Serra statue was removed in Sacramento's Capital Park. Stanford University has replaced Junipero Serra's name on a campus street and similarly, his name has been removed from other streets and schools throughout the state. Markers celebrating Junipero Serra, and his legacy, are being taken down across the state for his historical role in the enslaving and killing of Native Americans as a symbol of solidarity and support for California Native American communities.

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The nominators submitted the names of three advocates for Native American rights as possible alternatives.

- Dennis Bank (1937-2017): Born on the Leech Lake Indian Reservation (Minnesota), Co-founder of the American Indian Movement
- Russell C. Means (1939-2012): Born on the Pine Ridge Indian Reservation (South Dakota). An Oglala Lakota activist and member of the American Indian Movement.
- Clyde Bellecourt (1936-2022): Native American Civil Rights activist born on the White Earth Indian Reservation (Minnesota) and founder of the American Indian Movement.

Renaming of the Junipero Serra Channel aligns with recently adopted naming/renaming guidelines which call for:

- Honoring Bay Area Native Peoples or restoration of known pre-colonial names.
- Names of historical significance that reflect forward-thinking and values of fairness, dignity, and respect.
- Renaming of facilities that bear the name of individuals whose legacy, values, or behaviors contradict Valley Water values.

While the three suggested alternatives present individuals from the Native American community, worthy of the honor, none were members of California Tribes. Before a decision is made, Bay Area Indigenous Peoples, whose histories and lived experiences have been most impacted by the consequences of colonialism and the legacy of Father Junipero Serra, need to be included in the decision-making process.

As such, staff recommends that the Diversity & Inclusion Ad Hoc Committee defer consideration of renaming until such a time when local Tribal communities can be consulted on the matter.

#### **ENVIRONMENTAL JUSTICE IMPACT:**

There are no Environmental Justice impacts associated with this item. However, the renaming nomination is in line with Valley Water's values of equity and justice.

#### **ATTACHMENTS:**

Attachment 1: Nomination Form

#### **UNCLASSIFIED MANAGER:**

Marta Lugo, 408-630-2237



# NAMING OF DISTRICT LANDS, FACILITIES AND AMENITIES NOMINATION FORM

DOCUMENT NO.: **F-630-078**REVISION: **A**EFFECTIVE DATE: **08/05/20**PROCESS OWNER: **Matt Keller**

Page 1 of 3

Downloaded or printed copies are for reference only. Verify this is the current version prior to use. See Valley Water's QEMS On-line Database for released version.

Contact Information (Members of the Public)	
Person Submitting Nomination:	Jason Christie
Address:	
Daytime Phone:	
Contact Information (District Staff)	
Staff Submitting Nomination:	Gary Nagaoka
District Unit:	Raw Water Field Operations & Pipeline Maintenance Unit
Extension:	2568
Name of Capital Project (if applicable):	N/A
Estimated Date of Facility Completion (if applicable):	N/A
Naming Information	
Name Proposed For Facility:	Dennis Banks or Russell Means or Clyde Bellecourt
Location of Facility:	In Cupertino, on the south side of I-280, draining an area from Highway 85 to its junction with Calabazas Creek.
Nature of Facility To Be Named: (Describe use and any special geographic or historic characteristics)	Channel in Cupertino
Is name in recognition of distinct geographic, environmental or developmental features, or historical significance? If yes, describe.	The proposed names are people who advocated for Native American civil rights and activist leaders of the American Indian Movement.
Is name in recognition of individual(s) who have made significant contribution to the District? If yes, describe.	No
Does name reflect the District's ethnic and cultural diversity? If yes, describe.	Yes. The current facility has a name that may be considered inappropriate and offensive. Junipero Serra was the Spanish Catholic priest that presided over the colonizing Spanish mission system in California that resulted in the decimation of the indigenous population. Please consider renaming it after someone who advocated Native American civil rights or were leaders of the American Indian Movement.
If applicable, what is the facility's current name?	Junipero Serra Channel
How long has the facility had the current name?	Earliest documentation is from an engineer's report of proposed improvements for zone NC-1, the north central zone from 1961



## NAMING OF DISTRICT LANDS, FACILITIES AND AMENITIES NOMINATION FORM

DOCUMENT NO.: **F-630-078**

REVISION: **A**

EFFECTIVE DATE: **08/05/20**

PROCESS OWNER: **Matt Keller**

Page 2 of 3

Downloaded or printed copies are for reference only. Verify this is the current version prior to use. See Valley Water's QEMS On-line Database for released version.

### Submit Nomination to:

Santa Clara Valley Water District, Office of Communications, 5750 Almaden Expressway San Jose, CA 95120

### Office of Communications Use Only

Date of Receipt:

Staff Reviewer:

Comments/Date

Real Estate Review (if needed):

Comments/Date:

Chief of External Affairs:

Signature/Date:

Legal Counsel:

Signature/Date:

	<b>NAMING OF DISTRICT LANDS, FACILITIES AND AMENITIES NOMINATION FORM</b>	DOCUMENT NO.: <b>F-630-078</b>
		REVISION: <b>A</b>
		EFFECTIVE DATE: <b>08/05/20</b>
		PROCESS OWNER: <b>Matt Keller</b>
		Page 3 of 3

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CEO:	Signature/Date:
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# Santa Clara Valley Water District

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**File No.:** 24-0057

**Agenda Date:** 1/11/2024

**Item No.:** 4.3.

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## **COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee**

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A - Gov. Code § 84308)

### **SUBJECT:**

Receive the Employee Engagement Survey Recommendations Update.

### **RECOMMENDATION:**

Receive an update on Valley Water's 2023 Employee Engagement Survey recommendations as requested by this committee.

### **SUMMARY:**

In January 2023, Valley Water engaged Newhouse Project Consulting to create an Employee Engagement Survey that evaluated the work environment elements through an equity lens. The results of the survey were presented to the Board Ad Hoc Committee on Diversity & Inclusion on May 26, 2023. During the meeting the committee requested staff to provide an update on the survey recommendations.

The staff has prepared a presentation informing the committee of progress made to date and the proposed next steps to address areas highlighted in the Employee Engagement Survey.

### **ATTACHMENTS:**

Attachment 1: PowerPoint

### **UNCLASSIFIED MANAGER:**

Patrice McElroy, 408-630-3159

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# EMPLOYEE ENGAGEMENT SURVEY NEXT STEPS

Diversity and Inclusion Ad Hoc Committee, January 11, 2024



# AGENDA

- Background 2023 Employee Engagement Survey Overview
- Recommendation Update
- Listening Sessions with NPC
- Timeline/Next Steps

# 2023 Employee Survey Overview

3

## Survey Response

- The 2023 Employee Survey response was 65% or 558 of the 855 employees\*

## Compared to Previous Surveys

- Response rate is higher than the 2021 Equity Assessment Survey, which had a 60% response rate (451 responses from 750 staff employees)
- Response rate is lower than the 2018 Great Place to Work Survey response rate of 73% (548 responses from 730 employees)

Business Group	Age	Tenure	Ethnic Background
1) Administrative Services	1) Under 35	1) 1 month to 2 years	1) American Indian/Indigenous/Alaska
2) External Affairs	2) 35-49	2) 3 years to 10 years	2) Asian/East Asian/South Asian
3) Integrated Water Management	3) Over 50	3) 11 years to 19 years	3) Black/African American
4) Office of CEO/Clerk of Board/District Counsel	4) I prefer not to respond.	4) 20 + years	4) Latina/o/x
5) Water Utility	<b>Gender</b>	<b>Job Level</b>	5) Native Hawaiian/Other Pacific Islander
6) Watersheds	1) Female	1) Executive	6) White Other/Not listed.
	2) Male	2) Management/Supervisor	7) I prefer not to respond.
	3) Transgender/Gender Non-Conforming/Non-Binary/Other	3) Non-Management	
	4) I prefer not to respond.		

## Survey Development

- As part of survey development, previous surveys (Great Place to Work and Equity Assessment) were reviewed, and several questions were included to assess changes.
- All survey questions were selected based on discussions, reviews/revisions with stakeholders from the Office of CEO, REDI Office, and Human Resources.

Survey questions prompted employees to contemplate questions from three perspectives.

### 1) Employee Experience

What is the individual experience of the employee?

### 2) Working Environment

Does the work environment include resources and interactions/processes that support employees to complete their work successfully?

### 3) Organizational Culture & Leadership

Does leadership and organizational activities and behaviors align with the agency's values and mission?

## Ratings and what they mean

- Ratings were based on a five-point Likert scale responding to the frequency of an experience or event
- Ratings from 1 to 5 were converted into scores from 1 to 100
- Ratings between 60 to 70 are low – requires attention and action!
- Ratings between 70 to 75 are low to moderate – room for improvement
- Ratings between 75 to 80 are moderate to good – use strengths for improvements
- Ratings between 80 to 90 are good – use strengths for improvements
- Ratings over 90 are great!!
- Several questions from GPTW survey were used in 2023 Employee survey.
  - Improved ratings on most comparisons



# Average by Survey Themes

6

Survey Theme	Average
Trust	67
Credibility	68
Inclusion	68
Collaboration	69
Fairness	71
Workplace Connection	71
Environmental Justice	71
Communication	72
Clarity of Work	75
Current and Future Optimism	75
Compensation	78
Diversity, Equity & Inclusion	78
Community Connection	78
Resources to perform	80
Personal Support	80
Empowerment	81
Manager Support	83

valleywater.org

# Recommended Focus Areas

**Address streamlining decision-making and approval processes, reduces perceptions of biases based on personal interests rather than objective considerations, and more visible top-down modeling of collaboration**

- ✓ 1. Follow up with prompt communication about survey of some basic findings and quick wins showing immediate actions to roll out for the 2023 Continuous Improvement Workplace Initiative: “We heard you” amplifying immediate quick wins of high impact changes that will visibly be seen and felt in the workplace. - **Completed June 8, 2023**
- ✓ 2. New commitment to communications, sharing goals and results and employee engagement and follow through with an Employee Engagement Campaign: Socials hosted by unit or team of supporting team or unit. - **Presented updates at the September 2023 Town Hall Meeting**
- 3. Manager Training: Provide comprehensive training for managers to enhance their effectiveness in leading teams.
  - Topics covered will include building trust with employees, effective listening, and communication, conducting efficient meetings, rules of engagement, resolving conflicts, and understanding the significance of fairness and trust in the workplace. This training will equip managers with essential skills to foster a positive work environment and drive success. - **Workforce Development is currently working on a Supervisor Training Program. The goal is to implement it in the first quarter of 2024.**



**Prioritizing collaboration, transparency, accountability, and innovation can positively impact employee engagement, productivity, and overall success.**

4. Creative collaboration space in the facility to socialize and hold informal meetings.- **In Process. See Additional Information in upcoming slides**
- ✓ 5. Be intentional about in office teambuilding social events with speakers to educate, inform and inspire, creative challenges. – **Leadership has increased the efforts for teambuilding events**
6. New rules of engagement in meetings with less politics and renewed focus on core business and employees central to success. – **Not yet implemented**
7. Change and evolve *Town Halls* in some way to reset and reenergize engagement.- **Not yet implemented**
  - Give away development books to managers and supervisors.
  - Recommend transformative book: How to Win Friends and Influence Others. Change doesn't have to be costly.
  - Start with the vision and end with call to action.



# Recommended Focus Areas

**Streamline processes by adopting innovative approaches and improve efficiencies to enhance productivity and effectiveness.**

7. Reset and communicate the process for hiring and promotions. A repeated issue that came up in comments and reflected in survey response. In policy, AND in practice, restore trust and confidence in the future opportunities for all. – **In process.**
- ✓ 8. Review and communicate the hiring process and policy from senior management to ensure that it is based on meeting requirements and qualifications. – **In process**
  - Ensure the process of scoring candidates that is anonymous as possible to reinstate credibility and reduce the issues around nepotism and favoritism that was repeatedly brought up in comments.
9. Build trust in a process where employees can address issues and concerns without the fear of retaliation.- **In Process. See attached listening sessions**

# Next Steps Listening Session Proposal



1

## The opportunity

Valley has a highly engaged workforce and seek additional expertise for an experience-led approach to culture change. Design with people at the center of the communications & engagement campaign to shape the right mindsets and behaviors.

2

## The solution

NPC will help Valley shape the employee experience by building a communications & engagement campaign with a focus on Listening Sessions. An alliance with NPC will boost Valley's people strategies with human-centric, modern, and engaging design elements.

3

## The benefits

- Break down silos by working across the ecosystem and blaze the trail to evolve the employee experience
- Embed behaviors that help people work together to innovate, execute and drive business strategy
- Institutionalize a tool that provides ongoing barometer of the agencies culture

# Listening Sessions

## Key Objectives

Take action on post-surveys in [Listening Sessions](#) by creating space for open, honest, candid conversations about top-of-mind topics.

## What is a listening session?

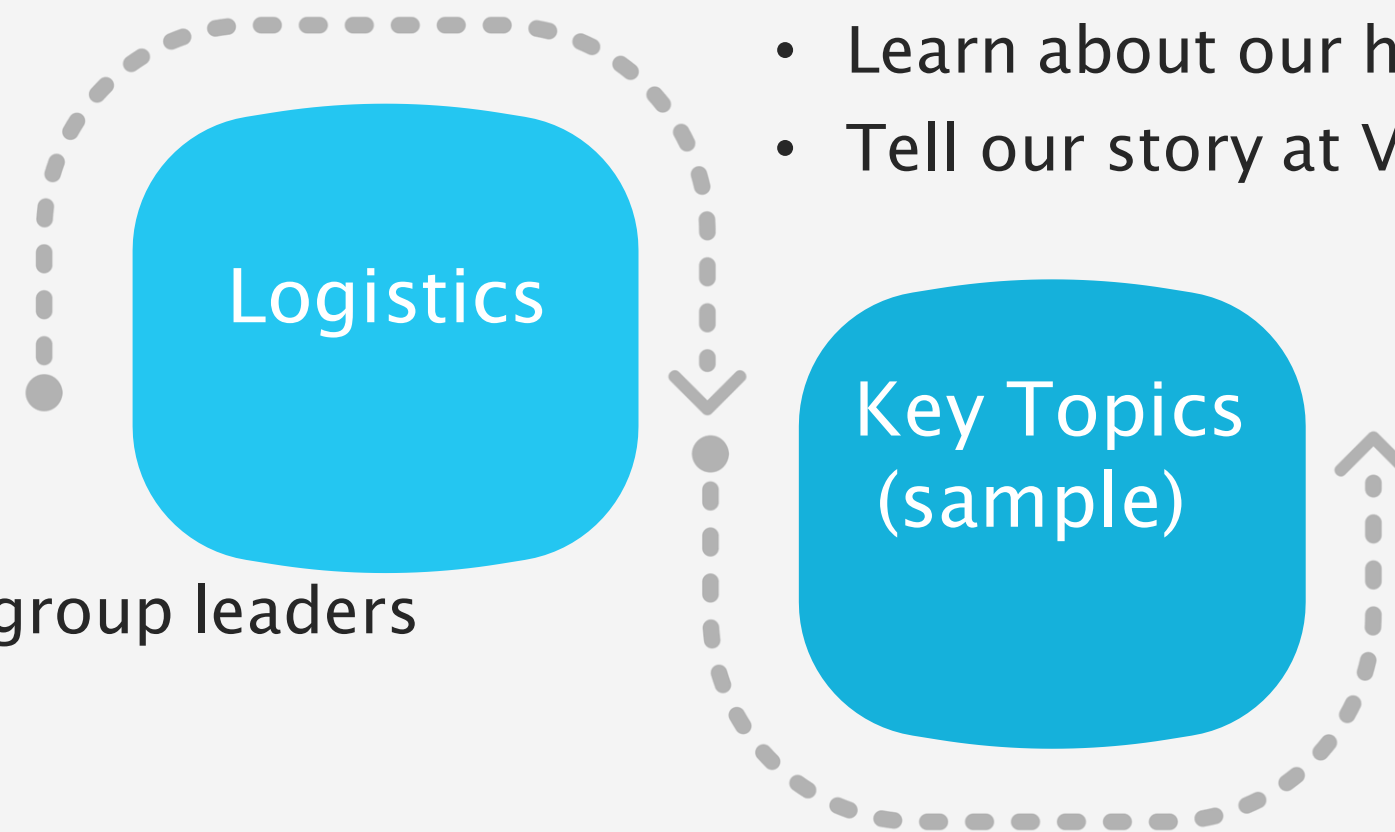
- A place to share + be heard
- A place to say “just enough”
- Talk about feelings and thoughts about something related to the workplace
- Listen, from the heart, to what your colleagues have to say with empathy

## What is it not?

- Therapy
- A place to talk extensively
- A place to talk about anything you want
- A chance to judge or discuss your colleagues’ feelings + thoughts

# Listening Session In Action

The Listening Session is a group activity organized by a leader with a select group of individuals focused on key topics that directly discuss opportunities in the survey.



- Build a culture of trust
- Learn about our hiring and promotion practices
- Tell our story at Valley Water

- Facilitated by business group leaders
- 60 minutes per session
- Sessions capped at 7



# NEXT STEPS/Timeline

- November 2023 – December 2023
  - Work on procuring agreements with NPC
- January 2024 – April 2024
  - Work with Managing Departments to coordinate:
    - Listening Sessions with NPC
- May 2025
  - Initiate a new Employee Engagement Survey

# QUESTIONS



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# Santa Clara Valley Water District

**File No.:** 24-0045

**Agenda Date:** 1/11/2024

**Item No.:** 4.4.

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## **COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee**

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A - Gov. Code § 84308)

### **SUBJECT:**

Receive the Fair Chance and Disabled Hiring Update.

### **RECOMMENDATION:**

Receive an update on Fair Chance & Disabled Hiring as part of this committee's work plan.

### **SUMMARY:**

The Diversity & Inclusion Ad Hoc Committee suggested staff develop a program for providing employment opportunities for Fair Chance and Disabled applicants at Valley Water.

Staff has prepared a presentation that will inform the committee on progress made to establish a program for the valuable workforce. Staff incorporated stakeholders input as part of their research and contacted Community Based Organizations (CBOs) that serve the Fair Chance and Disabled communities.

Through these efforts, staff will present the framework for providing employment opportunities, partnership with CBOs, revisions to criminal background check process, budget, success measures, and next steps.

### **ENVIRONMENTAL JUSTICE IMPACT:**

This item is not subject to environmental justice. However, the development and implementation of this program supports Valley Water's efforts to ensure equitable and just access and outcomes for prospective and current workforce members.

### **ATTACHMENTS:**

Attachment 1: PowerPoint

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**File No.:** 24-0045

**Agenda Date:** 1/11/2024  
**Item No.:** 4.4.

---

**UNCLASSIFIED MANAGER:**  
Patrice McElroy, 408-630-3159



# Valley Water

Clean Water • Healthy Environment • Flood Protection



## New Recruitment Programs: Fair Chance and Disabled Hiring

Diversity & Inclusion Ad Hoc Committee, January 11, 2024



Goals for Fair  
Chance and Disable  
Hiring Program



Three Community  
Based Organization  
(CBO) Partners



Hiring Pilot



Success Measures



Budget and Next  
Steps

# AGENDA

# FAIR CHANCE AND DISABLED HIRING GOAL

Reach Disadvantaged  
Community

Reflect the community we  
serve

D&I Ad Hoc Committee  
Request

Change a life



## FRIENDS OF CHILDREN WITH SPECIAL NEEDS (DISABLED)

Cost: Free. No MOU required.

Services: VW provides job description and agency matches clients and provides job coaching.

VW role: VW Interviews, selects clients and coordinates clients through our temporary agency.

Clients: Loyal, Life changing opportunity, gives VW employees an opportunity to supervise and clients are a joy to work with.





## CENTER FOR EMPLOYMENT OPPORTUNITIES (CEO) WORKS (FAIR CHANCE)

Cost: Free. No MOU required.

Services: Transitional work employer, provided a job coach and one year retention Service

VW role: VW Interviews, selects clients and coordinates clients through our temporary agency.

Clients: They have something to prove to themselves and society.





## GOODWILL OF SILICON VALLEY (FAIR CHANCE AND DISABLED)

Cost: Free. No MOU required.

Services: Re-entry Programs- New Opportunity Work Program, Striving towards Rebuilding Individuals Vocational Empowerment Program (Unhoused), EXPANDability (Disabled), NeuroDiversity Pathways.

VW role: VW Interviews, selects clients and coordinates clients through our temporary agency.

Clients: Help launch a career and change a life and community for the better.

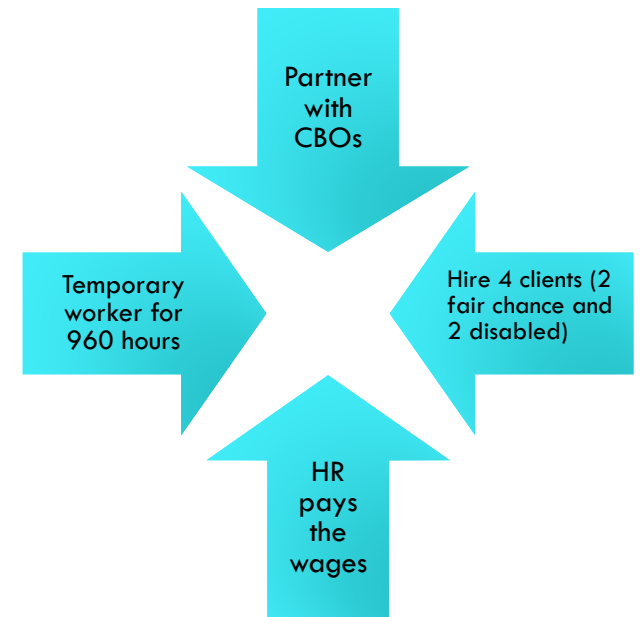


# FAIR CHANCE AND DISABLED HIRING PILOT

## Participant Stories:

### Chris finds security in earning CDL: “That means everything to me”

It's been a year of accomplishments for Chris, a former participant at the San Jose office of the Center for Employment Opportunity (CEO). He has not only completed a year of employment post-incarceration, but he also earned his Commercial Drivers License (CDL) this spring.



## SUCCESS MEASURES

1. Number of Supervisors Trained Annually

2. Number of CBO Clients Interviewed and hired

3. Increase the % of fair chance and disabled across VW

4. Measure sense of belonging with end of assignment survey

5. Number of conversions to regular positions

# FAIR CHANCE AND DISABLED HIRING COST

Part of our Temporary Program

Budget = \$197,000 for wages and training

Future Funding with grants and WOTC





# QUESTIONS





# Valley Water

Clean Water • Healthy Environment • Flood Protection



# Santa Clara Valley Water District

**File No.:** 24-0062

**Agenda Date:** 1/11/2024

**Item No.:** 4.5.

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## **COMMITTEE AGENDA MEMORANDUM Diversity & Inclusion Ad Hoc Committee**

Government Code § 84308 Applies: Yes ☐ No ☒  
(If "YES" Complete Attachment A)

### **SUBJECT:**

Review Diversity and Inclusion Ad Hoc Committee 2024 Work Plan and Accept 2024 Meeting Schedule and Confirm Regular Meeting Time.

### **RECOMMENDATION:**

- A. Review the 2024 Diversity and Inclusion Ad Hoc Committee Work Plan and make adjustments as necessary; and
- B. Accept the 2024 meeting schedule and confirm regular meeting time.

### **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 agenda items.

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 2024 Committee Work Plan (Attachment 1) is presented for the Committee's review and provides an opportunity for the Committee to request additional items for discussion during future meetings.

Committee meetings are currently proposed to occur quarterly the fourth Thursday of the month or at the call of the Committee Chair.

**ATTACHMENTS:**

Attachment 1: 2024 D&I Ad Hoc Committee Work Plan  
Attachment 2: 2024 D&I Ad Hoc Draft Meeting Schedule

**UNCLASSIFIED MANAGER:**

Candice Kwok-Smith, 408-630-3193



<b>(PROPOSED) 2024 DIVERSITY &amp; INCLUSION AD HOC COMMITTEE WORK PLAN</b>													
	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>JUL</b>	<b>AUG</b>	<b>SEP</b>	<b>OCT</b>	<b>NOV</b>	<b>DEC</b>	
<b>REDI Office:</b>													
DEI Strategic Master Plan Implementation Update	X						X						
Naming/Renaming of Valley Water Facilities	X												
Tribal Land Acknowledgement													
<b>Human Resources:</b>													
Next Generation Career Pathway				X									
Veterans Outreach													
Employee Survey	X												
Formerly Incarcerated & Disability Outreach	X												
<b>Standing Items:</b>													
Election of Committee Officers (Annually)	X												
Approval of Minutes (previous meeting)	X			X			X			X			
Review Committee Work Plan - Confirm items for next meeting	X			X			X			X			

(Proposed) 2024 Meetings are scheduled to occur as shown below, or at the call of the Committee Chair.

Thursday, January 11, 2024

Thursday, April 25, 2024

Thursday, July 25, 2024

Thursday, October 24, 2024

Blue Strikes - are new entries; Red Strikes - are deleted entries.

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# 2024 D&I AHC Draft Meeting Schedule

January						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

July						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



Proposed D&I AHC Meeting Dates



Valley Water 2024 Holidays

Attachment 2

Page 1 of 1

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