



DIVERSITY & INCLUSION AD HOC COMMITTEE MEETING

# MINUTES

**SPECIAL MEETING**  
**THURSDAY, JANUARY 11, 2024**  
**12:00 PM**

(Paragraph numbers coincide with agenda item numbers)

**1. CALL TO ORDER:**

A special 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 12:00 p.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, Roseryn Bhudsabourg, Rick Callender, Isela Chaparro, Theresa Chinte, Rosie Cofre, Alejandro Duenas, Rachael Gibson, Walter Gonzalez, Heather Hamp, Laurel Hanchett, Brian Hopper, Bassam Kassab, Gauri Khanna, Candice Kwok-Smith, Courtney Letts, Susana Inda, Marta Lugo, Velia Mariscal, Patrice McElroy, Nicole Merritt, Maral Najafkhani, Linda Nguyen, Carlos Orellana, Blanca Sanchez-Cruz, Sasa Seto, Diahann Soleno, Lidya Tesfaye, Tina Yoke, 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.

2.1. 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

The Committee continued this item to the next meeting.

**3. APPROVAL OF MINUTES:**

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

Recommendation: Approve the minutes.

The Committee considered the attached minutes of the August 15, 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 Valley Water's Diversity, Equity and Inclusion (DEI) Strategic Initiative Update and Provide Feedback to Staff.

Recommendation: Receive an update on Valley Water's DEI Strategic initiatives, and provide feedback to staff.

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

Director Eisenberg arrived.

Rosie Cofre was available to answer questions.

Public Comments:  
None.

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

- The Committee confirmed that the Racial Equity, Diversity & Inclusion (REDI) Liaison Cohorts obtain approval from their

supervisors/managers before volunteering to assist with providing staff feedback or insight.

- The Committee expressed support and appreciation for the DEI Strategic Initiatives Implementation Update highlighting the Veteran's Hiring Pledge, the Disability Employment Program, and the Tribal Outreach & Engagement.

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.

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.

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 confirmed support for staff's work, and for moving towards being proactive by exploring additional renaming opportunities with the local Tribal communities.

4.3. Receive the Employee Engagement Survey Recommendation Update.

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

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

Patrice McElroy was available to answer questions.

Public Comments:  
None.

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

- The Committee confirmed support for staff's approach to have a new Employment Engagement Survey by May 2025 after the completion of the listening sessions.
- The Committee confirmed interest on the survey themes regarding trust, credibility, inclusion, and collaboration on Page 6 of Attachment 1 to be addressed by the listening sessions for all classification levels of employment.
- The Committee noted looking forward to sharing results with the Board in the future.

4.4. 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.

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

Patrice McElroy, Courtney Letts, and Laurel Hanchett were available to answer questions.

Public Comments:  
None.

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

- The Committee noted support of staff's approach, and satisfaction with the progress of establishing a program for employment opportunities for Fair Chance and Disabled applicants.

4.5. 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 2023 Work Plan and make adjustments as necessary; and  
B. Accept the 2024 meeting schedule and confirm regular meeting time.

The Committee continued this item to the next meeting.

Patrice McElroy confirmed an update will be provided at the next meeting for the Next Generation Career Pathways and the Leadership Workforce Development programs.

Carlos Orellana introduced Susana Inda as the Committee legal support going forward.

Public Comments:  
None.

**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 April 25, 2024.

Chairperson Estremera adjourned the meeting at 1:10 p.m., to the regular meeting at 2:00 p.m. on April 25, 2024, but this Committee was subsequently consolidated with the Board Policy and Planning Committee and was renamed the Board Policy and Monitoring Committee scheduled to meet at 10:00 a.m. on May 15, 2024.

Nicole Merritt  
Assistant Deputy Clerk II

Date Approved: May 15, 2024

**THIS PAGE INTENTIONALLY LEFT BLANK**