



DIVERSITY AND INCLUSION AD HOC COMMITTEE MEETING

MINUTES

**THURSDAY, SEPTEMBER 27, 2018
12:00 PM**

(Paragraph numbers coincide with agenda item numbers)

A meeting of the Diversity and Inclusion Ad Hoc Committee (Committee) was held on September 27, 2018, at the District Headquarters Building Boardroom, 5700 Almaden Expressway, San Jose, California.

1. CALL TO ORDER/ROLL CALL

A meeting of the Santa Clara Valley Water District Diversity and Inclusion Ad Hoc Committee was called to order by Chair Tony Estremera at 12:09 p.m.

Board Members in attendance were: Director Tony Estremera-District 6, Director Nai Hsueh-District 5 and Director John L. Varela-District 1.

Staff members in attendance were: Salam Baqleh, Michael Baratz, Wade Blackard, Glenna Brambill, Michelle Critchlow, Peggy Donatelli, Amy Fonseca, Dolores Grissom, Laurel Hanchett, Brian Hopper, Cody Houston, Gauri Khanna, and Tina Yoke.

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

There was no one who wished to speak.

3. APPROVAL OF MINUTES

3.1 Approval of Minutes

It was moved by Director Nai Hsueh, seconded by Director John L. Varela and unanimously carried to approve the minutes of the August 13, 2018, Diversity and Inclusion Ad Hoc Committee meeting, as presented.

4. ACTION/DISCUSSION ITEMS

4.1 INTERSHIP PROGRAM REVIEW and

4.3 PRESENTATION REGARDING, "CREATING PIPELINE FOR WATER INDUSTRY CAREERS."

The two agenda items were joined together for discussion.

Ms. Tina Yoke introduced Ms. Peggy Donatelli who along with Director Nai Hsueh reviewed the materials as outlined in the agenda items along with a handout (Pilot

SCVWD Recruitment, Retention, Internship and Scholarship Program Strategic Initiative Proposal (Proposal) with emphasis on the four components 1. Recruitment, 2. Retention, 3. Internships and 4. Scholarship. There was a presentation on Gavilan's disadvantaged youth program, reviewing the Proposal in comparison with San Jose State University's model of the Minority Engineering Program.

The Committee discussed having the Diversity and Inclusion Program researching the 4 proposed objectives, developed programs at colleges, such as; Gavilan and West Valley, creating a pool of skilled labor and subsidizing educational costs,

It was moved by Director Nai Hsueh, seconded by Director John L. Varela and unanimously carried to approve having staff research the Proposal being part of the current internship program and bring back an analysis of the four objectives and look at associated costs.

4.2 EMERGING LEADERS DIVERSITY & INCLUSION MASTER PLAN ASSESSMENT CAPSTONE PROJECT

Ms. Tina Yoke introduced the Emerging Leaders Team, Mr. Cody Houston, Ms. Amy Fonseca and Mr. Wade Blackard who reviewed the materials as outlined in the agenda items. Handout of the Diversity and Inclusion Master Plan Assessment was disseminated to the Committee.

The Committee thanked the Team for their great work on the assessment of the Plan.

No action taken.

4.4 REVIEW DIVERSITY AND INCLUSION AD HOC COMMITTEE WORK PLAN, THE OUTCOMES OF BOARD ACTION OF COMMITTEE REQUESTS; AND THE COMMITTEE NEXT MEETING AGENDA

Ms. Glenna Brambill, Board Committee Liaison reviewed the materials as outlined in the agenda items and noted the next meeting previously scheduled for Thursday, November 8, 2018, at 12:00 p.m. will be rescheduled. The Clerk of the Board's office will advise the Committee on the new date.

No action taken.

5. CLERK REVIEW AND CLARIFICATION OF COMMITTEE REQUESTS AND RECOMMENDATIONS

Ms. Glenna Brambill, Board Committee Liaison reported one action item.

Committee Action:

Agenda Item 4.3

The Committee approved unanimously to approve having staff research the Proposal (Pilot SCVWD Recruitment, Retention, Internship and Scholarship Program Strategic Initiative Proposal (Proposal) being part of the current internship program and bring back an analysis of the four objectives (Recruitment, Retention, Internship and Scholarship Program) and look at associated costs.

6. ADJOURNMENT

Chair Director Tony Estremera adjourned the meeting at 1:20 p.m.

Glenna Brambill
Board Committee Liaison
Office of the Clerk of the Board

Approved: 3-8-19