DIABLO WATER DISTRICT

BOARD OF DIRECTORS:
MARILYN M. TIERNAN
PRESIDENT

SCOTT R. PASTOR
VICE PRESIDENT

PAUL SEGER
JOE KOVALICK
JASON SHAW

GENERAL MANAGER:
DANIEL MUELRATH

GENERAL COUNSEL:
WESLEY A. MILIBAND

BOARD SECRETARY:
KAIT KNIGHT

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS OF DIABLO WATER DISTRICT HELD ON AUGUST 1, 2024

The Special Meeting of the Board of Directors of Diablo Water District was held on August 1, 2024 at 2:30 pm at the District's office, 87 Carol Lane, Oakley, California.

1. Call to Order and Roll Call and Pledge of Allegiance.

The special meeting of the Board of Directors of Diablo Water District (District) was called to order by Vice President Pastor at 3:05 p.m. on August 1, 2024.

Directors Present:	Pastor, Seger, Kovalick, Shaw
Staff Present:	Dan Muelrath, Kait Knight, Sophia Gonzales

2. Public Input.

Anyone present may address the Board of Directors on any subject within the jurisdiction of Diablo Water District. If the subject item is on this Agenda, please hold public comment until the appropriate item.

Action Items

3. DEI Training.

Sophia Gonzales, Human Resources Manager, led the Board in their annual DEI training.

4. Adjournment.

Vice President Pastor adjourned the meeting at 3:45 p.m.

Kait Knight

Kait Knight, Board Secretary

DEI Training

Sophia Gonzales, Human Resources Manager
August 1, 2024

Agenda

Ice Breaker

- Name Game

Review

- Diversity
- Equity
- Inclusion

Cultural Awareness

- What is Cultural Awareness?
- What are its Benefits?
- How to Increase Cultural Awareness

Ice Breaker

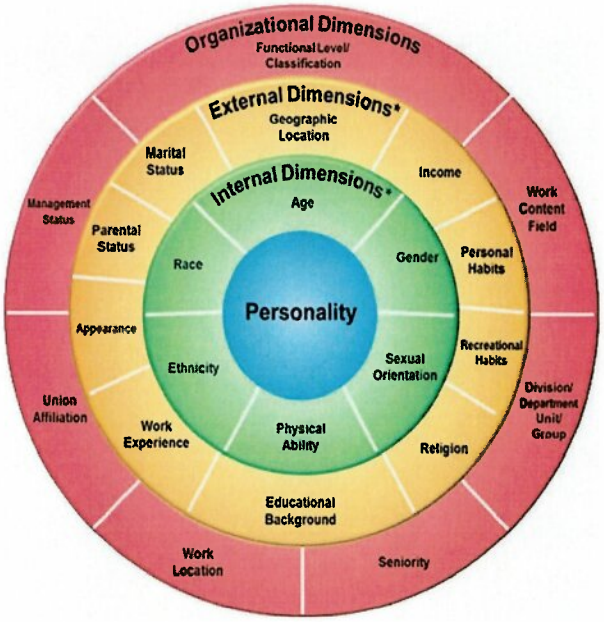
Name Game

Each participant explains the story or meaning behind their first and/or last name (e.g., its origin, why it was chosen, any cultural significance).

Review

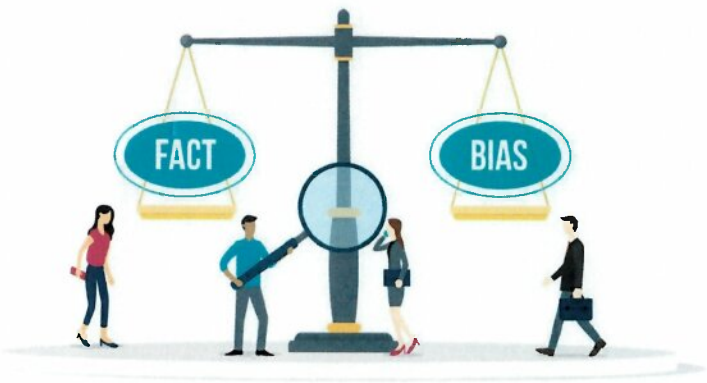
Diversity

- Diversity is the range of human differences
- It includes characteristics we can see, but also those we can't
- By embracing our diverse characteristics, we can achieve diversity of thought



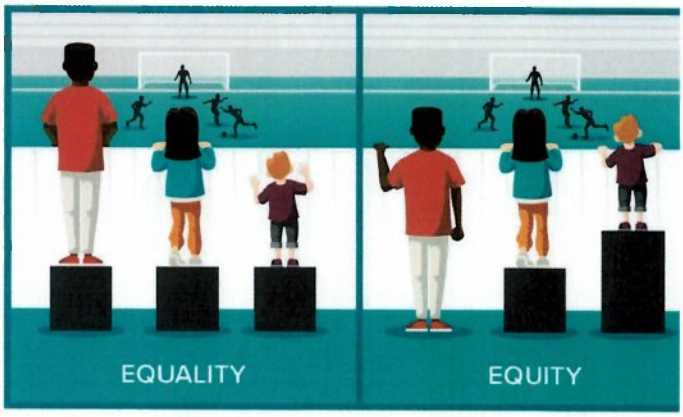
Bias Mitigation Efforts

- Redacted application screening process
- Panel interviews
- Bias training for all panel participants
- Debrief process

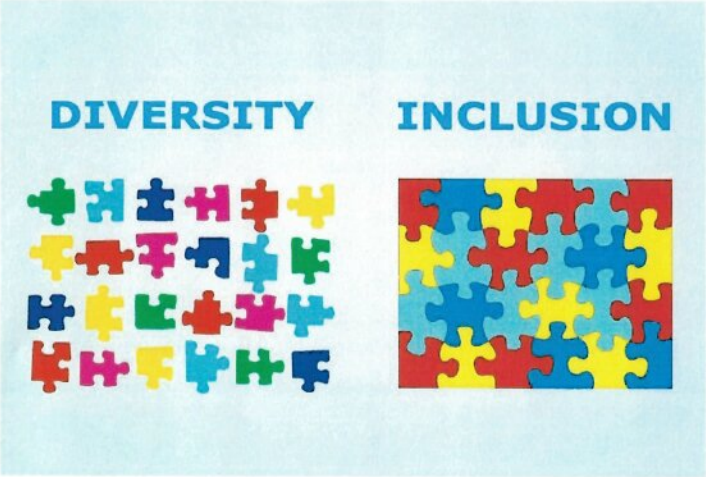


Equity

- Equity and equality are not the same.
- Equality: Everyone receives the same thing.
- Equity: Everyone receives what they individually need to succeed.



Inclusion

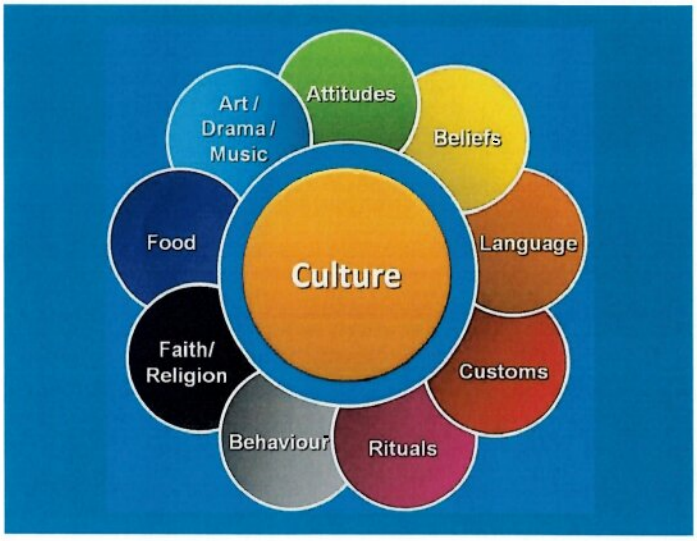


- The action or state of including or of being included within a group or structure.
- A state of being valued, respected, supported, and belonging.

Cultural Awareness

What is Cultural Awareness?

- The understanding of the differences and similarities between cultures.
- Recognizing how culture shapes individuals' values, beliefs, behaviors, and communication styles.
- Being mindful of these factors in interactions with people from different cultural backgrounds.

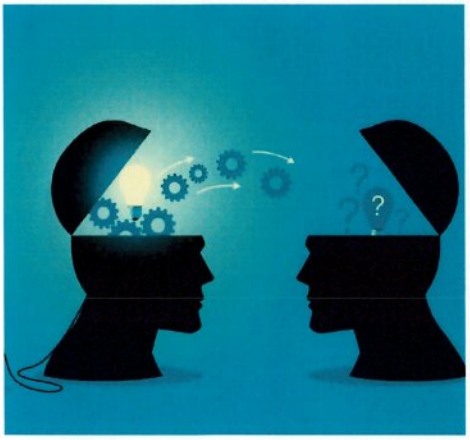


Benefits of Cultural Awareness

- Enhances communication
- Avoids misunderstandings
- Enhances collaboration
- Drives innovation and creativity
- Fosters inclusion

How to Increase Cultural Awareness

- Think beyond race and ethnicity. A person's culture is shaped by more.
- Learn by asking.
- Make local connections.
- Pay attention to non-verbal behaviors.
- Exchange stories.



Questions?

Thank You

Sophia Gonzales, Human Resources Manager

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