Diablo Water District
Regulation No. 132
Diversity, Equity and Inclusion Policy

Section 1. Purpose

a. Diablo Water District (District) is committed to fostering, cultivating, and preserving a culture of Diversity, Equity, and Inclusion (DEI). The DEI Policy promotes the consideration of diversity, equity, and inclusion in the development and delivery of District internal and external policies, programs, and services. We know that having a diverse team working in an inclusive and equity-driven environment will help employees succeed and results in excellent customer service. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture but enhances the delivery of the District's services as well.

Section 2. Definitions

a. An understanding of what DEI means to the District is of paramount importance. As used in this regulation:
    - DIVERSITY is all the ways in which people differ, which can include differences in age, color, disability, ethnicity, family/marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make people unique.
    - EQUITY is fair treatment, access, opportunity, and advancement for all people such that one's identity cannot predict outcome or success.
    - INCLUSION is when a variety of people are provided the opportunity to provide input on decisions.

Section 3. District Policy

a. Incorporating DEI into the workplace instills a feeling that our differences are valued and respected. The District is committed to utilizing the principles of DEI to guide its employment

and customer policies and practices. To underscore the importance of DEI to the District, both Managers and staff will receive routine and relevant training focused on DEI principles and the elimination of bias and barriers. Employment practices – from recruitment to retention – will be informed by the principles of DEI.

Section 4. Personal Responsibility

a. All District employees, irrespective of position, have a responsibility to treat others with dignity and respect. Employees are expected to exhibit conduct that reflects inclusion at work and at all other District-sponsored and participatory events.

Section 5. Corrective and Disciplinary Action

a. Employees who believe they have been subjected to behavior that conflicts with this policy shall seek assistance from a Manager or Human Resources. Failure to behave consistently with the DEI principles identified in the policy may result in discipline up to, and including, termination.

Section 6. Distribution

a. A copy of this regulation shall be delivered to each employee of the District.