

# **EBMUD's Racial Equity and Justice and Diversity and Inclusion Master Plan Projects Update**

Board of Directors  
August 11, 2020

- Resolution on Principles and Action Plan for District's Response to Racial Discrimination and Violence Against Black and African Americans as most Recently Exemplified by the Killing of George Floyd
  - Adopted June 23, 2020
  - Contains ten principles and eight strategies

# Project Phases



- Phase 1 – Immediate actions
- Phase 2 – Near-Term actions not related to D&I Master Plan Process
- Phase 3 – Long-Term actions related to or included in the D&I Master Plan

# Project Strategy



The Working Committee met with the Winters Group and made the following decisions to coordinate efforts.

- Phase 1- Listening Sessions with Black and African American Employees.
  - District led Listening Sessions (April - September)
  - Solutions Sessions (Focus Groups led by the Winters Group, in August and September)
  - Feedback from the Focus Groups will be included in the Winter's Group's recommendations.

# Project Strategy (cont.)



- Phase 2 – Efforts be District lead, with action receiving feedback from the Winters Group
- Phase 3 – Recommendations from the Winter’s Group will be evaluated and all overlaps with the Racial Equity and Justice Project will be integrated into a single working plan.

# Key Roles



- Project Management
- Structure
  - Steering Committee (GM, HR Manager, Union Representatives)
  - Senior Manager Advisory Teams
  - Task Forces (Teams of 4-8 employees appropriate for the specific strategic area)
  - Employee Focus Groups (Engage employee groups to gather data, vet approaches and options for each strategy)

# Actions Taken to Date



- Formation of the SMT Advisory Group for Strategy #1
- Black Employee Network – Group Discussions
- Diversity Committee Roundtable
- Project Staffing – Recruitment for LT Senior Human Resources Analyst
- Project Analysis (REJ & DIMP)

## The Winters Group

- Intercultural Development Inventory (IDI), completed by 115 employees.
- Completed initial foundational course with 67 internal stakeholders.



# Project Schedule



Phase	Strategy	Actions	Dates
Phase 1	Strategy 1 - Listening	District Listening Sessions	April -September 2020
	Strategy 2 - Engaging Employees and External Community (Targeted to Black and African American Employees)	Focus Groups	August - October 2020
Phase 2	Strategy 6 - Responding to Racism by Customers	Task Force Launch	August 2020
	Strategy 7 - Internal Security Protocols	Task Force Launch	September 2020
	Strategy 8 - Engaging Law Enforcement Partners	Task Force Launch	September 2020
Phase 3	Strategy 2 - Engaging Employees and External Community	TBD Based on results of internal and external assessment by the Winters Group	TBD
	Strategy 3 - Review District Processes and Practices		
	Strategy 4 - Review District Policies and Procedures		
	Strategy 5 - Training and Dialogue		

# Employee Feedback



- Employee feedback can overall be characterized as “Realistic Optimism”.
  - Realistic in the acknowledgement of the amount of work that is required to address the principles and strategies of the resolution.
  - Optimistic because of the commitment of the Board and the initial efforts of the District to support employees.

- Continue work on Strategy #1
- Launch the phase two strategies which include:
  - Strategy #6 – Protocols for dealing with racism from customers.
  - Strategy #7 – Review and updating of internal security practices.
  - Strategy #8 – Law Enforcement engagement regarding the excessive force practices.
- Complete the recruitment process for the LT Senior Human Resources Analyst.

# Next Steps (cont.)



- Coordinate activities with the Winters Group
- Winters Group will continue the internal assessment and foundational training for the Core Team and the Senior Management Team.
- Regular staff communication

# Board Discussion



- Feedback on the schedule
- Feedback on continuing the REJ and DIMP Projects as separate but coordinated efforts
- Feedback on building a sustainable process for listening to employees (Strategy #1)

- For future discussion:
  - What types of specific outcomes would the Board envision from the combination of REJ and the D&I Master Plan?

# Coronavirus Update

Board of Directors

August 11, 2020

# Updates to Health Orders



- Alameda County
  - Limited to dining and retail business restrictions
- Contra Costa County
  - Clarified face covering protocols
  - High-risk business restrictions
  - Limitations for evictions/rent
  - July 28 Order established fines for violations
- Amador/Calaveras/San Joaquin Counties
  - Far less prescriptive than the Bay Area
- Governor Executive Orders – no significant changes



# Impacts to Operations Remain Low



- Number of non-payment accounts remains stable
- Water demand is 2-3% higher than FY20
- Lost time due to COVID-19 is stable
- Little impact to water and wastewater operators
- PSPS challenges expected to be manageable
- No supply chain issues for major commodities
- PPE supply up to 10 weeks
- Other water utilities reporting low impact to operations

# Working Environment



- Few additional changes implemented during summer
- Telecommuting continues
- Additional paid leave supplements federal leave
- Customer communications/interactions adjusted
- Field work continues, some impact on efficiency
- Actively working on options to help employees with school-age children

# Infection Management



- 12 District employees and 1 contractor tested positive through August 7
- Most confirmed cases contracted outside of the District
- Personnel added to support contact tracing and caseload management
- COVID-19 hotline now available for employees

# Questions

