

EBMUD's Racial Equity and Justice Project Update

Board of Directors

July 14, 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 8 strategies

Actions Taken to Date



- Expansion of Wellness Check-In discussions
- Black Employee Network outreach
- Consultant hired to provide project management services
- Review Diversity & Inclusion Master Plan scope of work

Key Roles



- Project Management
- Structure
 - 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)
- Reporting

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

Phase 1 – Immediate Actions



- **Strategy 1.** Listen to the voices of Black and African American employees at the District, in the external community, and other impacted individuals and provide space to engage in safe and productive conversations about dealing with and overcoming individual and systemic racism.

SMT Advisory Team - David Briggs, Rischa Cole, Marlaigne Dumaine, Janetta Johnson, Sophia Skoda, Jimi Yoloye, Kelly Zito

Phase 2 – Near Term Actions Not Related to D&I Master Plan Process



- **Strategy 6.** Establish protocols for following up and responding to racism by customers toward District employees, particularly those interfacing with customers in their neighborhoods, and at all District facilities.

SMT Advisory Team - Rischa Cole, Marlaigne Dumaine, Janetta Johnson, Andrew Lee, Sophia Skoda, Mike Tognolini, Jimi Yoloye

Phase 2 (continued)



- **Strategy 7.** Review and update the practices and procedures of our internal security force and contractor(s) to ensure that their interactions with the public are appropriate, including during public meetings or protests.

SMT Advisory Team - Mike Ambrose, Andrew Lee, Andy Levine, Mike Tognolini

Phase 2 (continued)



- **Strategy 8.** Engage our partnering law enforcement agencies in dialogue to express our concerns and inquire about the steps they are taking regarding issues of excessive force and/or violence by their officers.

SMT Advisory Team - Mike Ambrose, Andy Levine, Sophia Skoda, Mike Tognolini

Phase 3 – Long Term Actions Related to or Included in the D&I Master Plan



- **Strategy 2.** Engage a diverse cross-section of District employees and our external community, particularly Black and African Americans, to identify issues and devise solutions to the impacts of acts of prejudice, abuse of power, racial bias, or racism and barriers to diversity, equity and inclusion.

SMT Advisory Team - Marlaigne Dumaine, Mike Tognolini, Kelly Zito

Phase 3 (continued)



- **Strategy 3.** Review and evaluate the District's history of dealing with issues of prejudice, racial bias, and/or racism in its individual and systemic forms, and address any impacts of systemic racism on District processes (employment, management, and contracting) to identify and implement solutions to fix compromised or broken systems.

SMT Advisory Team - David Briggs, Rischa Cole, Janetta Johnson, Andy Levine, Eileen White, Jimi Yolo

Phase 3 (continued)



- **Strategy 4.** Review and enhance District policies and procedures to ensure the environment and workplace make no allowances for acts of prejudice, abuse of power, racial bias, or racism, and set the expectation that all District employees and contractors be reflective and willing to address any conscious or unconscious bias.

SMT Advisory Team - Rischa Cole, Andy Levine,
Eileen White, Jimi Yoloye

Phase 3 (continued)



- **Strategy 5.** Through training and dialogue, build organizational cultural competence and emotional intelligence to create a sustainable environment where all District employees and communities served have a sense of inclusion and equity; training will include guidance for District employees on ways to become an ally in eliminating bias and racism in the workplace and avoid being bystanders who inadvertently help perpetuate injustice.

SMT Advisory Team - Mike Ambrose, Andy Levine, Eileen White

Board Discussion



- Frequency of updates to Legislative/Human Resources Committee and Board of Directors
- Feedback on project phases

Next Steps



- Board consideration of one LT Senior Human Resources Analyst
- Begin recruitment for new position
- Seek consultant for listening sessions
- Seek employee volunteers for Task Forces
- Regular staff communication

Questions

