

Number: **BP 002**

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Initiating Dept./Div.: Administration



BOARD POLICY

DIVERSITY STATEMENT

PURPOSE

To establish a policy recognizing cultural and workforce diversity.

POLICY

The District is committed to cultivating a workforce that reflects the diversity of our customers and communities by recruiting, retaining, and advancing individuals of all identities. Through its Diversity, Equity, and Inclusion (DEI) initiative, the District actively promotes four key pillars:

Pillar One – Inclusive Workplace Culture: We foster an environment where all employees feel valued, respected, and empowered to share their unique perspectives, enhancing collaboration and ensuring everyone thrives.

Pillar Two – Workforce Diversity & Equity: By prioritizing fair hiring, retention, and advancement practices, we strive to create equitable opportunities across all levels of the organization, building a workforce that mirrors the rich diversity of the communities we serve.

Pillar Three – Community Engagement & Visibility, External Relations, & Customer Service: The District strengthens relationships with the public through outreach, partnerships, and exceptional service, ensuring that our programs and decisions align with the needs and expectations of our diverse stakeholders.

Pillar Four – DEI Leadership & Sustainability: We are committed to embedding DEI principles into the District's long-term strategy, ensuring sustainable progress through accountable leadership, continuous learning, and transparent reporting.

By embracing these four pillars, the District enhances decision-making, drives innovation, and ensures that every voice plays a role in the District's ongoing growth, excellence, and service to the community.

[Original Retained by the Secretary of the District]

DIVERSITY, EQUITY, AND INCLUSION FRAMEWORK & STRATEGIC PLAN

EXECUTIVE SUMMARY

Central San is committed to the principles of diversity, equity, and inclusion (DEI). Embracing these principles helps us to create a better workplace, collaborate more effectively, and better serve our customers.

OUR DEI MISSION

Central San prioritizes a workplace culture that embraces diversity, champions inclusion, and promotes equity, benefiting both our team and the community.

OUR DEI VISION

Central San is an organization that engenders trust, both internally and externally, and is a workplace where all employees feel valued, included, and empowered to contribute their voice and expertise in pursuit of our organization's mission and vision.

WHAT DO WE MEAN BY DEI?

DIVERSITY is the presence of a range of human characteristics, identities, backgrounds, and perspectives in a group, organization, or community.

EQUITY means offering just treatment and opportunity in ways that are free of bias, and providing people with what they need to do their best.

INCLUSION is grounded in how much every employee or customer can be authentic, feel valued as a whole person, and experience a sense of belonging.

DEI PRINCIPLES

These foundational understandings guide how we implement DEI at Central San.

- 1 Diversity, equity, and inclusion drive our strength, creativity, and innovation, shaping how we serve the community and collaborate at work.
- 2 Our diversity includes all the ways in which we are different and similar, including our identities, backgrounds, and perspectives. We celebrate and benefit from this diversity by making space for everyone's voice, and respecting, trusting, and listening to each other.
- 3 We prioritize and foster inclusion at Central San by welcoming our differences and unique perspectives and cultivating a culture of psychological safety, trust, and respect, so that all employees can feel valued and empowered to do their best work.
- 4 Psychological safety—the ability to participate, speak up, disagree, or share creative ideas without fear of consequences—is important for fostering a culture of diversity, equity, and inclusion. It enables us to express our authentic selves, collaborate effectively, support each other, and learn from our mistakes.
- 5 We acknowledge and work to mitigate inequities and barriers to inclusion to foster equity in decision-making and in how people are treated and rewarded.
- 6 We strive to work transparently and involve everyone at Central San to co-create and make progress toward the supportive, inclusive, and more just world we would like to live in.
- 7 Advancing DEI is everyone's responsibility across Central San. It requires working across the organization, within workgroups, and on an individual basis to make it a reality, and to meaningfully address situations in which we fall short of our vision.
- 8 Because DEI is an ongoing journey, we are dedicated to continuous learning, growth, and adaptation, ensuring our efforts remain relevant and impactful.

WHAT DO OUR DEI PRINCIPLES LOOK LIKE IN PRACTICE?

- We care about the mission of Central San and take pride in our work.
- We are committed to doing our part to foster an equitable, inclusive, and diverse culture at Central San.
- We value the diversity of our workforce and embrace curiosity to learn more about one another. We appreciate employees from all backgrounds and diversity dimensions for their ideas, styles, and contributions.
- We co-operate within and across workgroups, sharing ideas and opinions through healthy communication and skilled handling of conflict.
- We address issues in healthy, productive, and authentic ways, recognizing that disagreement and conflict often lead to creativity and growth.
- We cultivate a culture of collaboration and mutual support. We share constructive feedback to drive high performance and collectively uphold accountability.
- We distribute access to work opportunities equitably and based on merit, in ways that recognize and value employees' diverse skills and talents.
- We engage in regular and effective two-way communication, from staff up through management/leadership/Board and back. Staff are aware of key issues and challenges and can provide input to solutions, resulting in strong alignment throughout Central San on priorities and key decisions.
- Leaders and staff engage in ways that engender and sustain trust. Staff from all levels are valued and know that their perspectives and ideas are essential to the success of Central San.

DEI PILLARS

These pillars encompass our specific goals and strategies for fiscal years 2024–2026 as we work to move Central San toward our DEI Vision.

PILLAR ONE – Inclusive Workplace Culture

Foster a culture of inclusion, engagement, trust, and collaboration, where everyone has the opportunity to experience belonging and to contribute at their best.

PILLAR TWO – Workforce Diversity & Equity

Proactively foster and develop equitable talent management practices and systems that create and sustain a diverse workforce.

PILLAR THREE – Community Engagement & Visibility, External Relations, & Customer Service

Begin to incorporate DEI principles into Central San's approach to customer service and community engagement.

PILLAR FOUR – DEI Leadership & Sustainability

Foster and maintain a vibrant culture of diversity, equity, and inclusion by establishing the organizational infrastructure and allocating the resources needed to lead, integrate, and sustain Central San's DEI initiatives.

ABOUT THE DEI FRAMEWORK AND PLAN

The DEI Framework and Plan were created by Central San's DEI Task Force with consulting support from Bernardo Ferdman, Ph.D. and Karen Harris of Ferdman Consulting, and received by Central San's Board of Directors on March 5, 2024. View the complete plan on our intranet site at: sancentral.org/dei-committee

