

Exhibit to Agenda Item #2

Board Policy Committee and Special SMUD Board of Directors Meeting
Wednesday, January 8, 2020, scheduled to begin at 5:30 p.m.
Customer Service Center, Rubicon Room

Proposed Revisions to SD-8

Developing and maintaining a high quality, diverse and inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision and values is a core value of SMUD.

SMUD is committed to diversity and inclusion and will foster and support a workplace which values employees representing a variety of backgrounds, including but not limited to, race, ethnicity, gender, gender identification and/or expression, sexual orientation and identification, national origin, age, physical abilities, veteran status, socio-economic status, life experiences, talents, and thinking styles.

Proposed Revisions to SD-8 (cont.)

Therefore:

- a) SMUD shall attract and retain a highly qualified and diverse workforce.

- b) SMUD shall promote inclusion and diversity and engage its workforce in activities that demonstrate and support inclusion and diversity across the organization.

- ~~b)~~c) SMUD shall engage its workforce in personal and professional development.

Proposed Revisions to SD-8 (cont.)

- d) SMUD's percentage of engaged employees as measured through the Engagement Index shall exceed 80%.
- e) SMUD shall use a broad mix of communication and outreach channels to ensure its recruitment activities reflect the diversity of the communities it serves.
- e)f) SMUD shall maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.

Proposed Revisions to SD-8 (cont.)

e)g) Annually, and consistent with State and Federal law, the Board shall receive a report detailing the demographics and trends of the SMUD workforce, the available workforce, and the Sacramento region. The report shall also provide information on veterans as a part of SMUD's workforce.