

<b>SMUD BOARD POLICY</b>	
Category: <b>Strategic Direction</b>	Title: <b>Employee Relations</b>
	Policy Number: <b>SD-8</b>
Date of Adoption: <b>May 6, 2004</b>	Resolution No. <b>04-05-09</b>
Revision: <b>February 5, 2009</b>	Resolution No. <b>09-02-03</b>
Revision: <b>November 17, 2011</b>	Resolution No. <b>11-11-08</b>
Revision: <b>August 15, 2013</b>	Resolution No. <b>13-08-10</b>
Revision: <b>August 20, 2015</b>	Resolution No. <b>15-08-05</b>
Revision: <b>October 6, 2016</b>	Resolution No. <b>16-10-02</b>
<u>Revision: <b>January 16, 2020</b></u>	<u>Resolution No. <b>20-01-##</b></u>

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.

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.
- 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.

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.

**Monitoring Method: Board Report**  
**Frequency: Annually**