

# California Legislature

May 28, 2021

Cadiz Inc.  
Scott S. Slater, CEO  
550 S. Hope Street, Suite 2850  
Los Angeles, CA 90071

Dear Scott,

California is one of the most diverse states in the nation, ethnically and culturally. However, more progress is needed as we work to ensure that underrepresented communities have a seat at the table, from the board rooms of California's most powerful corporations to the halls of the state Capitol.

On behalf of the six California Legislative diversity caucuses — Asian & Pacific Islander (API), Black, Jewish, Latino, LGBTQ, and Women's — we write to you to express our sincere appreciation for the tremendous steps your company has made in appointing women to corporate boards. We look forward to your continued efforts to make top-level leadership more diverse and inclusive.

As you know, Assembly Bill 979 calls on corporations to have at least one member from an underrepresented community on their corporate board by the end of 2021. This could be someone who is Black, African American, Hispanic, Latino, Asian American, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or someone who self-identifies as gay, lesbian, bisexual, or transgender. In 2019, Senate Bill 826 called on companies to add at least one female director, and in some cases two, depending upon the size of the publicly held corporation. These appointments must occur by the end of this year and subsequently be reported to the Secretary of State.

While we are pleased that women are being appointed to California boards in greater numbers, not enough progress has occurred for women of color. An overwhelming majority of female appointments — 71.5% — were White/Caucasian, while Asian/Pacific Islander and Black/African American candidates made up just 12% of appointments. Most alarmingly, only 2.5% of women appointed to California boards were Latina.

A diverse workforce brings needed viewpoints and perspectives to a company. These viewpoints could help your company develop new products and bring forth new ways to engage with your customers. Studies show more diversity in management positions also increases profitability. We expect that greater diversity in boardrooms will result in greater access to training and good-paying jobs for our communities. Our role as consumers should be rewarded with a share of a company's prosperity.

We are seeing companies take this moment as an opportunity to commit to diversity beyond legislation. The Silicon Valley Leadership Group introduced new standards with its 25x25 program. Participating companies have pledged that at least 25% of their leadership will be comprised of individuals from underrepresented groups by 2025, or that by 2025 they will see an increase of at least 25% in

underrepresented executives in leadership roles. Participating companies promised to make diversity data and annual progress public. These companies are also committed to increasing resources and community engagement to expand minority talent pipelines, as well as introduce employee training that fosters inclusion and reduces unconscious bias.

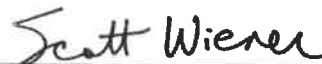
We value diversity and we know you do, too. In the spirit of partnership, we ask that you include us in any updates you send to the Secretary of State on efforts to advance diversity and inclusion.

Thank you again for your commitment to providing representation for all people in California. We hope this is just the first step in ensuring all communities have equity in the workplace.

Sincerely,



Assemblymember Evan Low  
California Legislative LGBTQ Caucus, Chair  
California Legislative API Caucus, Vice Chair



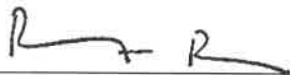
Senator Scott Wiener  
California Legislative Jewish Caucus, Vice Chair



Senator María Elena Durazo  
California Legislative Latino Caucus, Chair



Assemblymember Cristina Garcia  
California Legislative Women's Caucus, Chair



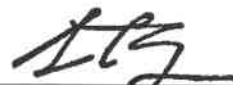
Assemblymember Robert Rivas  
California Legislative Latino Caucus, Vice Chair



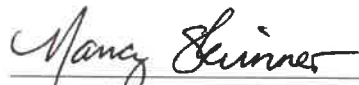
Senator Steven Bradford  
California Legislative Black Caucus, Chair



Assemblymember Jesse Gabriel  
California Legislative Jewish Caucus, Chair



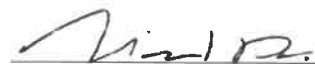
Senator Susan Talamantes Eggman  
California Legislative LGBTQ Caucus, Vice Chair



Senator Nancy Skinner  
California Legislative Women's Caucus, Vice Chair



Assemblymember Sydney Kamlager  
California Legislative Black Caucus, Vice Chair



Senator Richard Pan  
California Legislative API Caucus, Chair