

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

COMMUNITY AND WORKPLACE CULTURE COMMITTEE

September 8, 2025

Chair McCoy called the meeting to order at 10:30 am

Members present: Directors Cordero, Dennstedt, Faessel, Fong-Sakai, Gray (entered after roll call), McCoy, McMillan, and Seckel

Members absent: Directors Luna, Phan, and Ramos

Other Board Members present: Directors Ackerman, Camacho, Erdman, Fellow, Jay, Katz, Miller, Ortega, and Shepherd Romey

Committee Staff present: Aguirre, Beatty, Berbeo, Kasaine, Rubin, Thomas, and Wisdom

1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE’S JURISDICTION

Name	Affiliation	Item
Alan Shanahan	AFSCME	7-1 deferred item

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Subject: Approval of the Minutes of the Community and Workplace Culture Committee for August 18, 2025.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

- 7-1 Amend the Administrative Code to grant authority to the Ethics Officer to conduct systemic ethics-related reviews for the purpose of making recommendations that help foster an ethical culture and prevent ethics violations in support of SB 60. [DEFERRED on 9/3/2025]

Director Faessel made a motion, seconded by Director Dennstedt, to approve the consent calendar for item 2A.

The vote was:

Ayes: Directors Cordero, Dennstedt, Faessel, Fong-Sakai, McCoy, McMillan, and Seckel

Noes: None

Abstentions: None

Absent: Directors Gray, Luna, Phan, and Ramos

The motion for item 2A passed by a vote of 7 ayes, 0 noes, 0 abstentions, and 4 absent.

END OF CONSENT CALENDAR ITEMS

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

None

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

None

Director Gray entered the meeting.

6. COMMITTEE ITEMS

a. Subject: Ethics Education – Lobbying

Presented by: Hiroshi Ishikawa, Principal Administrative Analyst

Mr. Ishikawa presented a comprehensive overview of Metropolitan's lobbying rules per Administrative Code sections 7200-7220.

The following Directors provided comments or asked questions:

1. Ortega
2. Jay
3. Faessel
4. Seckel
5. Cordero

Staff responded to the Directors' questions and comments.

- b. Subject: Annual Workforce Demographics Analytics Report
 Presented by: Brenda Martinez, Workforce Development Manager

Ms. Martinez presented the DEI Office's annual workforce demographics analytics report. The presentation provided demographic snapshots based on gender, race/ethnicity, military/veteran status, disability status, and age as of June 30, 2025, and comparisons of fiscal years 2023/24 and 2024/25. The data informs Workforce Development's outreach and engagement focus, strategy, and initiatives. Ms. Martinez explained that Metropolitan will continue to meet legal requirements for outreach, identify areas of opportunity, expand partnerships, increase a qualified pipeline of talent, and build a workplace culture rooted in Metropolitan SMART values.

The following Directors provided comments or asked questions:

1. Faessel
2. Seckel

Staff responded to the Directors' questions and comments.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Subject: Ethics Officer's report on monthly activities
 Presented by: Dominic Berbeo, Interim Assistant Ethics Officer

Mr. Berbeo provided an update on the Ethics Office's recent activities, highlighting the opening of four new investigations in August, one involving misuse of authority and three related to improper disclosure of confidential information. He also reported that the office received eight new complaints during the month, bringing the total number of active ethics cases to fourteen.

- b. Subject: Diversity, Equity, and Inclusion activities
 Presented by: Liji Thomas, DEI Officer

Ms. Thomas reported on the team's ongoing outreach efforts, including job fairs, career events, and community partnerships, aimed at strengthening workforce development initiatives. She also highlighted findings from the UC Davis Water Management report, which revealed significant representation gaps in the water sector.

The following Directors provided comments or asked questions:

1. Ortega
2. McCoy

c. Subject: Equal Employment Opportunity Activities

EEO activities report is available online.

8. FOLLOW-UP ITEMS

Bring back lobbying rules to the Committee for further discussion and feedback.

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

The meeting adjourned at 11:22 am

Tana McCoy
Chair