

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

EQUITY, INCLUSION, AND AFFORDABILITY COMMITTEE

September 24, 2024

Chair McCoy called the meeting to order at 2:28 p.m.

Members present: Cordero, Dennstedt, Dick, Fellow, Fong-Sakai, Garza, McCoy, and Sutley.

Members absent: Directors De Jesus, Faessel, Gray, and Luna.

Other Members present: Alvarez, Erdman, Goldberg, Lewitt, Miller, Morris, Ortega, and Seckel.

Committee Staff present: Chapman, Kasaine, Redin, Ros, and Wheeler.

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

None

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Subject: Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for July 9, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Dennstedt made a motion, seconded by Director Garza, to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors Cordero, Dennstedt, Dick, Fellow, Garza, McCoy, and
Sutley.

Noes: None

Abstentions: Fong-Sakai

Absent: Directors De Jesus, Faessel, Gray, and Luna.

The motion for item 2A passed by a vote of 7 ayes, 0 noes, 1 abstain, and 4 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

Ms. Kasaine introduced items 6a, 6b, 6c, and 6d.

a & b Subject: State of Diversity, Equity, and Inclusion
 Civil and Inclusive Workplace Training

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer

Ms. Thomas presented items 6a and 6b together. Her presentation included the current state of DEI, strategic roadmap, highlights of progress, vision, and organizational focus. She also presented culture change for management and building a strong foundation.

Director Sutley left the meeting.

- c. Subject: Annual Update on Small Business

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer
John Arena, Section Manager - Business Outreach

Mr. Arena provided an annual update on small business. His presentation included core objectives, program overview, community engagement, strategic Initiative, contract awards, and SBE utilization.

The following Directors provided comments or asked questions:

1. Dick
2. Ortega

Staff responded to the Directors' comments and questions.

- d. Subject: Focus on Disability Inclusion

Presented By: Liji Thomas, Chief Diversity, Equity & Inclusion Officer
Jill Houghton, President & Chief Executive Officer of Disability:IN
Mark Brower, Group Manager-Human Resources
Rachel Shaw, President of Shaw HR Consulting

Ms. Thomas provided an overview of a Roadmap for Disability Inclusion and introduced Jill Houghton. Ms. Houghton provided an overview of disability prevalence, key drivers of sustainable business related to water and disability. She also provided background on sustainability dimension of inclusive workforces and accessibility and inclusion across an enterprise.

Mr. Brower provided an overview of the accommodation process. His presentation included current requests, progress, and introduced Rachel Shaw, President of Shaw HR Consulting.

Next, Ms. Shaw provided key goals for Metropolitan's realigned ADA/FEHA programming and the disability interactive process.

The following Directors provided comments or asked questions:

1. Miller

Staff responded to the Directors' comments and questions

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Subject: Diversity, Equity, and Inclusion activities
No report was given.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

The meeting adjourned at 4:25 p.m.

Tana McCoy
Chair