

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

EQUITY, INCLUSION, AND AFFORDABILITY COMMITTEE

May 14, 2024

Chair McCoy called the meeting to order at 11:18 a.m.

Members present: Cordero, Dennstedt, Dick, Fellow, Garza (AB 2449 “just cause”), Gray (teleconference location posted), and McCoy.

Members absent: Directors De Jesus, Fong-Sakai, Luna, and Sutley.

Other Members present: Abdo, Ackerman, Armstrong, Lefevre (teleconference location posted), Miller, Morris, Ortega, Peterson, Ramos (teleconference location posted), and Smith (AB 2449 “just cause”).

Director Garza indicated he is participating under AB 2449 “just cause” for an illness that prevents him from attending in person. Director Garza appeared by audio and on camera.

Director Garza announced during roll call that no one was in the room with him 18 years of age or older.

Director Smith indicated he is participating under AB 2449 “just cause” for an illness that prevents him from attending in person. Director Smith appeared by audio and on camera.

Director Smith announced during roll call that no one was in the room with him 18 years of age or older.

Committee Staff present: Hagekhalil, Kasaine, Mortada, Redin, Ros, L. Thomas, and Wheeler.

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

Patty Lopez, resident of San Fernando, commented on the first Spanish speaking inspection trip.

The following Directors provided comments or asked questions:

1. Ortega
2. McCoy
3. Garza
4. Cordero

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- a. Subject: Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for April 23, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Garza announced during roll call that no one was in the room with him 18 years of age or older.

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

The vote was:

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

Noes: None

Abstentions: None

Absent: Directors De Jesus, Fong-Sakai, Luna, and Sutley.

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

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

a. Subject: Update on Workforce Analytics

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer
Cinthya Lupian, EEO Manager

Ms. Kasaine introduced the item and Ms. Thomas provided the committee with an overview of the agenda. Ms. Lupian provided background on EEO job categories. Next, Ms. Thomas provided an overview of Metropolitan’s workforce as of June 30, 2023, new hires during fiscal year 2022/2023, promotions during fiscal year 2022/2023, and next steps.

The following Directors provided comments or asked questions:

1. Dick
2. Gray
3. Dennstedt
4. Fellow
5. Garza
6. Cordero
7. Peterson
8. Ortega
9. McCoy

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 12:17 p.m.

Tana McCoy
Chair