

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**EQUITY, INCLUSION, AND AFFORDABILITY COMMITTEE**

**July 25, 2023**

Chair McCoy called the meeting to order at 10:15 a.m.

Members present: Directors Cordero, De Jesus (teleconference posted location), Dennstedt, Dick, Fellow, Fong-Sakai, Gray (teleconference posted location), and McCoy.

Members absent: Directors Garza, Luna, and Sutley.

Other Members present: Abdo, Alvarez, Bryant, Camacho, Erdman, Faessel, Goldberg, Jung, Kassakhian, Kurtz, McMillian, Miller, Morris, Ortega, Peterson, Pressman, Seckel, and Smith.

Committee Staff present: Beatty, Hagekhalil, Kasaine, Rohen, Ros, and Thomas.

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

Caty Wagner, Sierra Club California commented on item 6a.

Ellen Mackey, as a member of the public commented on item 6a.

**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 10, 2023 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

**3. CONSENT CALENDAR ITEMS – ACTION**

None

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

The vote was:

Ayes: Directors Cordero, De Jesus, Dennstedt, Dick, Fellow, Fong-Sakai, Gray, and McCoy.  
Noes: None  
Abstentions: None  
Absent: Directors Garza, Luna, and Sutley.

The motion for items 2a passed by a vote of 8 ayes, 0 noes, 0 abstain, and 3 absent.

### **END OF CONSENT CALENDAR ITEMS**

#### **4. OTHER BOARD ITEMS – ACTION**

None

#### **5. BOARD INFORMATION ITEMS**

None

#### **6. COMMITTEE ITEMS**

a. Subject: Diversity, Equity, and Inclusion Strategic Plan

Presented by: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer  
Ms. Katano introduced the item.

Mr. Hagekhalil and Chair Ortega provided introductory remarks.

Ms. Thomas presented the committee with Metropolitan strategic DEI framework, Metropolitan's current state, the roadmap for implementation of the Bucherati group recommendations, progress made, and the next steps.

Ms. Gill, Interim Human Resources Group Manager provided an overview of the partnership of Human Resources and DEI on recruitment processes, hiring, and succession planning.

The following Directors provided comments or asked questions:

1. Erdman
2. Gray
3. Ortega
4. Fong-Sakai
5. Dennstedt
6. Smith
7. Abdo
8. Seckel
9. Cordero

Staff responded to Directors' comments and questions.

**7. MANAGEMENT REPORTS**

a. Subject: Diversity, Equity, and Inclusion Manager's Report

No report given.

**8. FOLLOW-UP ITEMS**

None

**9. FUTURE AGENDA ITEMS**

None

**10. ADJOURNMENT**

Meeting adjourned at 12:18 p.m.

Tana McCoy  
Chair