

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**  
**MINUTES**

**COMMUNITY AND WORKPLACE CULTURE COMMITTEE**

**May 13, 2025**

Chair McCoy called the meeting to order at 11:20 am.

Members present: Directors Cordero, Dennstedt (teleconference posted location), Faessel, McCoy, McMillan (teleconference posted location), Phan (teleconference posted location), and Seckel

Members absent: Directors Fong-Sakai, Gray, Luna, and Ramos

Other Board Members present: Directors Ackerman (teleconference posted location), Douglas, Fellow (teleconference posted location), Garza (teleconference posted location), Goldberg, Katz, Kurtz, Lewitt, Ortega, Pressman (teleconference posted location), and Shepherd Romey

Committee Staff present: Aguirre, Beatty, Kasaine, Rubin, Salinas, Thomas, Wisdom, and Upadhyay.

**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 Community and Workplace Culture Committee for April 8, 2025.

**3. CONSENT CALENDAR ITEMS – ACTION**

- 7-1 Approve amending the list of Metropolitan officials required to take AB 1234 state ethics training to include all Form 700 filers; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA.

Presented by: Hilda Rodriguez, Administrative Analyst

Motion: Approve amending the list of Metropolitan officials required to take AB 1234 state ethics training to include all Form 700 filers.

The following Director provided comments or asked questions:

1. Faessel

After completion of the presentation, Director Faessel made a motion, seconded by Director Seckel, to approve the consent calendar consisting of items 2A and 7-1.

The vote was:

Ayes: Directors Cordero, Dennstedt, Faessel, McCoy, McMillan, and Seckel  
Noes: None  
Abstentions: None  
Absent: Directors Fong-Sakai, Gray, Luna, Phan, and Ramos

The motion for item 3A passed by a vote of 6 ayes, 0 noes, 0 abstain, and 5 absent.

**END OF CONSENT CALENDAR ITEMS**

**4. OTHER BOARD ITEMS – ACTION**

None

**5. BOARD INFORMATION ITEMS**

None

**6. COMMITTEE ITEMS**

- a. Subject: Ethics Education  
Presented By: Hiroshi Ishikawa, Principal Administrative Analyst

Mr. Ishikawa provided a brief review of the primary Ethics policies and laws on gifts.  
The following Directors provided comments or asked questions:

1. Faessel
2. Dennstedt

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a.           Subject:        Ethics Officer's report on monthly activities  
              Presented:     Abel Salinas, Ethics Officer

Mr. Salinas presented an update on the Ethics Office's recent activities. The office has not entered any new legal or professional services contracts in April. Mr. Salinas also reported two open investigations. One initiated in September 2024 concerning alleged misuse of authority; and another initiated in April 2025 regarding the improper acceptance of a gift by an employee. To date, the office has received a total of 78 complaints in the current fiscal year. Mr. Salinas added that, based on director feedback, additional information about Form 700 filings and complaints received have been added to the Ethics Office's written monthly report.

- b.           Subject:        Diversity, Equity, and Inclusion activities  
                                Equal Employment Opportunity activities  
  
              Presented:     Liji Thomas, Diversity, Equity, and Inclusion Officer  
                                Jonaure Wisdom, Chief EEO Officer

Ms. Thomas provided an overview of the DEI Office and its ongoing initiatives. Metropolitan's DEI Team continues to advance initiatives promoting inclusivity and community engagement. The team remains committed to innovating and expanding opportunities for our employees, businesses, and the diverse communities we serve, within a changing legal landscape.

Ms. Wisdom reported that the EEO Office, in collaboration with the General Counsel's Office, is streamlining procedures for the EEO Ad Hoc Committee, including clarifying post-investigation responsibilities and follow-up with mandated reporters on case closure status. Emphasis is being placed on confidentiality and cooperation during investigations. A discussion was held on introducing informal resolution options, such as mediation, prior to formal investigations. An update on these initiatives is scheduled for the July committee meeting. Additionally, a reminder was issued regarding the upcoming deadline for mandatory sexual harassment prevention training.

**8. FOLLOW-UP ITEMS**

None

**9. FUTURE AGENDA ITEMS**

None

**10. ADJOURNMENT**

The meeting adjourned at 11:59 am

Tana McCoy  
Chair