

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

COMMUNITY AND WORKPLACE CULTURE COMMITTEE

April 8, 2025

Chair McCoy called the meeting to order at 1:55pm

Members present: Directors Cordero, Dennstedt (entered after roll call), Fong-Sakai (teleconference posted location), Luna (entered after roll call), McCoy, McMillan, Phan, and Seckel

Members absent: Directors Faessel, Gray, and Ramos

Other Board Members present: Directors Ackerman, Armstrong, Goldberg, and Ortega,

Committee Staff present: Aguirre, Beatty, Kasaine, Rubin, Salinas, Thomas, 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

None

3. CONSENT CALENDAR ITEMS – ACTION

None

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

Director Dennstedt entered the meeting.

Director Luna entered the meeting.

6. COMMITTEE ITEMS

a. Subject: Ethics Education

Presented By: Hiroshi Ishikawa, Pr. Admin Analyst

Mr. Ishikawa provided a brief review of the ethics policy prohibiting certain director communications with staff.

The following Directors provided comments or asked questions:

1. Seckel
2. Ortega

Director Phan entered the meeting.

b. Subject: Equal Employment Opportunity Quarterly Statistical Report

Presented By: Marisol Arzate, Deputy Chief EEO Officer

Ms. Arzate presented the committee with EEO statistical reports for January through March 2025. The reports included the number of complaints received, complaints comparison by quarter, types of protected categories each complaint fell under, and number of complaints that were closed and open.

The following Directors provided comments or asked questions:

1. Dennstedt
2. Ortega

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

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

Mr. Salinas provided the committee with an update on the Ethics Office's recent activities. A new contract was executed with Best Best & Krieger to assist with regular amendments to the Conflict-of-Interest Code. Mr. Salinas reported one open investigation from September, involving alleged misuse of authority and is expected to close within 60 to 90 days. In March, eight new complaints were received and are at various stages of review and referral. He also reported there was a significant increase in advice requests, with 44 submitted last month.

- b. Subject: Diversity, Equity, and Inclusion activities
 Equal Employment Opportunity activities

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

Ms. Thomas provided an overview of the DEI Office and its ongoing initiatives. Metropolitan's DEI Team remains dedicated to advancing equity through impactful programs and strategic community engagement. Recent highlights include the launch of a mentorship workshop to support small businesses, the expansion of workforce development efforts, and increased outreach to underserved communities. These efforts underscore Metropolitan's strong commitment to fostering access, inclusion, and economic opportunity throughout the region.

Chair McCoy stated EEO report is available online.

The following Directors provided comments or asked questions:

1. Dennstedt
2. Ortega
3. Luna
4. Seckel

Staff responded to the Directors' comments and questions.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

Director Dennstedt requested a year-over-year trend analysis, including statistical comparisons related to the claims process, specifically examining anonymous versus known complaints. Additionally, she asked for data on the proportion of investigations handled internally versus those outsourced, along with the associated costs of external investigations.

Director Luna requested quarterly reports on small business contract participation.

10. ADJOURNMENT

The meeting adjourned at 2:57pm

Tana McCoy
Chair