

Good morning, Directors, fellow employees, and guests. My name is Ellen Mackey; I am a senior ecologist and chair of the AFSCME Women's Caucus. We thank you for this public session opportunity and invite the public to download copies of [all](#) our comments in the MWD Board, **Document Archives**.

We are addressing item no. 7-1. We are disappointed with the decision of the Executive Board. I will still state my comments for the record.

We are concerned about the assignment of committee chairships and vice-chairships to board members who did not support current GM Adel Hagekhalil and by derivation, do not support his agenda which is bringing MWD into the 21st Century with *full transparency*. So, we join our voice with others who support Mayor Sylvia Ballin's request to delay chairship and vice-chairship assignments and withdraw item 7-1.

These board assignments feel like a *continuation of retaliation* against anyone who questions the status quo. We are concerned about leadership equivalent to the 'Old Guard,' - a majority slate of chairs who still ascribe to life as usual at MWD.

In addition, we echo Mayor Ballin's concern regarding diversity - if the leadership of the board does not reflect diversity, in color, gender, sexual orientation, *and opinion* – what has changed? Are you even interested in change?

We especially question the assignment of Board member Kurtz as Chair of Ethics and Audit when she just hired ex-MWD GM, Jeff Kightlinger, as acting GM for Pasadena Water and Power - a man who allowed and supported a culture of abuse and retaliation (see my earlier comments). We question the judgement of a board member who'd hire him when the wounds he left behind at MWD haven't even *started* healing yet.

So, our Ethics officer will be accountable to a board member who's hired the ex-GM who allowed these problems to fester for *15 years*?

How much influence will Kightlinger have? Can we expect his return? The optics are bad.

Now is an opportunity for board members and especially, *new* board members, to show real, open transparent leadership.

We request a delay in these assignments as critical to the change process that has already begun.

And personally, as a person who has *always* supported JEDI principles of justice, equity, diversity, and inclusion, and fiercely represent people of color, genders, orientations, and opinions, we *welcome* the inclusion of the NAACP in closely examining the actions of this board. Let us *show* you where the deeply embedded racism and sexism exists within the District. We'd also like to hear from 2 Urban Girls.

The AFSCME *Women's Caucus* and our supporters *forced* changes in the last year that are unprecedented in MWD history despite shenanigans from the Chair, ex GM, legal, and MWD managers.

And we will continue . . .

Thank you