



# Metropolitan's Vision and Key Principles for Advancing Diversity, Equity and Inclusion

**Vision** Be the most inclusive, equitable, socially and environmentally conscious public institution in the world

## Key Principles



Build a values-driven, high trust, employee-centric work culture



Establish an intersectional, data-driven measurement baseline for ongoing, proactive monitoring around key HR processes and mitigate any potential bias in our processes



Institute mechanisms for proactive input and engagement, from all employees across the District, into key areas of risk and concern



Move from transactional to transformational impact



Establish strong communication channels and impact better storytelling to inspire change



Improve the manager/employee relationship and better equip leaders to build psychologically safe and inclusive teams