

PLAYING TO WIN

Advancing Inclusive Excellence

Diversity Equity & Inclusion Forum/Board Workshop
August 23, 2022

BOARD STATEMENT OF DIVERSITY

Metropolitan Board Statement on Commitment to Diversity

Metropolitan's commitment to leading, supporting, and fostering a diverse, equitable, and inclusive workplace begins with the Board of Directors. A Board whose members represent a broad range of culture, demographics, skills, experience, race, age, gender, educational, and professional backgrounds is essential to provide a range of perspectives and solutions to identify and overcome challenges, promote transparency, and support collaborative decision-making. We strive to reflect and represent the communities we serve.

We further recognize that each Metropolitan employee has unique experiences, perspectives, and viewpoints that are critical to our mission to provide adequate and reliable supplies of high-quality water in an environmentally and economically responsible way. Our intentional commitment to inclusion requires that we both embrace diversity as a core value and demand all Metropolitan employees be treated with fairness, respect, and dignity – both as a matter of law and of conscience. We are focused on maintaining an organization that is diverse, inclusive, and respectful of the wide variety of human experiences.

Equity and inclusion can only be realized for a diverse workforce through ensuring greater access, opportunity, empowerment, and advancement for all employees by ensuring there are no institutional barriers and providing the needed resources and support to enable the full participation of all individuals and groups of people, including members of marginalized groups. We steadfastly support a zero-tolerance policy for all forms of harassment, retaliation, and intimidation. We commit to continue building an organization that reflects the communities we serve and where every employee feels safe to be their authentic selves and can express their viewpoints without fear of retaliation. We support all steps necessary to create a workplace that values equity, inclusion and diversity – both in policy and in practice.

Our goal is to foster an environment that creates a profound sense of pride and is committed to the highest standards of diversity, equity, and inclusion at all levels of the organization. And we won't stop working until that inclusive environment is realized.

ADVANCING INCLUSIVE EXCELLENCE



Chairwoman Gloria D. Gray

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This forum marks a tremendous opportunity to learn from external influential leaders in both the private and public sectors on their best practices and advancements in diversity, equity and inclusion, and to consider our own journey at Metropolitan. Having such a forum has been a vision of mine throughout my tenure and I am thrilled to realize this vision. The best way forward for Metropolitan is through intentionally creating a more diverse, inclusive and equitable institution which will serve all Metropolitan employees, the community and interests well for generations to come.

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General Manager Adel Hagekhalil

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It gives me great pleasure to support this first-of-its-kind DEI Forum geared toward intentionally considering our holistic commitment to diversity, equity and inclusion. The connection between DEI and our One Water vision cannot be overstated. It is only through One Water and our commitment to a more inclusive and equitable Metropolitan that we will build an organization well-positioned to deliver on the water supply needs of Southern California for the future.

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AGENDA

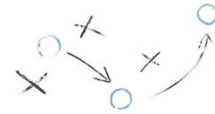
Session 1



11:00 a.m.	CALL MEETING TO ORDER	Board Room
11:15 a.m.	WELCOME / OPENING COMMENTS Gloria D. Gray, Chairwoman Board of Directors Adel Hagekhalil General Manager	Board Room
11:35 a.m.	SETTING THE STAGE: THE CASE FOR INCLUSIVE EXCELLENCE & KEYNOTE INTRODUCTION Liji Thomas, MWD Chief Diversity, Equity & Inclusion Officer	Board Room
12:00 p.m.	KEYNOTE: FROM LITIGATION TO DEI LEADERSHIP: COCA COLA'S JOURNEY TO INCLUSIVE EXCELLENCE Steve Bucherati, Retired Chief Diversity Officer, The Coca-Cola Company President, The Bucherati Group	Board Room
1:15 p.m.	LUNCH	Dining Room

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Session 2



2:15 p.m.	KEYNOTE: FORGING DIVERSITY, EQUITY & INCLUSION'S IMPACT ON CENTRAL POLICYMAKING & ORGANIZATIONAL CULTURE Ty Washington, Executive Assistant GM, LADWP	Board Room
3:15 p.m.	PANEL: INCLUSIVE EXCELLENCE & LESSONS LEARNED FROM CHANGEMAKERS Moderator: JC Lacey, Principal, JCL Consulting Group Panel: Victoria Johnson, Global Equity Director, HDR Inc. Amelia Ransom, VP, DEI, Smartsheet Rachel Sandoval, Regional Director, Kaiser Permanente	Board Room
4:15 p.m.	BREAK	
4:20 p.m.	PANEL: THE PATH TO DEI AT METROPOLITAN – A CONVERSATION WITH METROPOLITAN'S CHANGEMAKERS Moderator: Katano Kasaine, Assistant General Manager/ CFO- Finance/Administration Panel: John Arena, Manager, Business Outreach & Community Engagement Adrian Hightower, Manager, Workforce Development Nathan Purkiss, President, PRIDE @ Metropolitan Wigs Mendoza, President, Native American Alaskan Native Employee Advocates (NAANE)A Annette Eckhardt, President, Women at Metropolitan (WAM)	Board Room
5:00 p.m.	CLOSING REMARKS Liji Thomas, MWD Chief Diversity, Equity & Inclusion Officer	Board Room

ASSISTANT GM/CFO

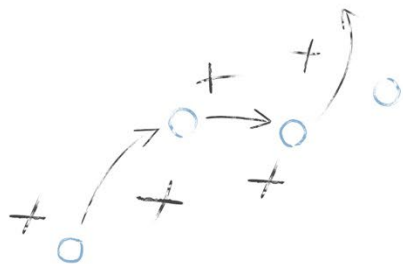


Katano Kasaine is the Assistant General Manager/Chief Financial Officer for Metropolitan Water District of Southern California. She is responsible for directing Metropolitan's financial activities, including accounting and financial reporting, debt issuance and management, financial planning and strategy, managing Metropolitan's investment portfolio, budget administration, financial analysis, financial systems management, and developing rates and charges. In addition, she is responsible for human resources, administrative services, risk management and business continuity activities.

Before joining Metropolitan in August 2019, Katano worked with the City of Oakland for 25 years, holding various leadership positions, most recently as the city's finance director/treasurer.

Katano also held other key executive management roles critical to the City of Oakland, including interim chief information officer, where she implemented an update of the city's HR, payroll, and budgeting system, and director of human resources, where she represented the city in key labor negotiations.

Katano has a bachelor's degree in business administration from Dominican University of California and a master's degree in public health from Loma Linda University.



ADVANCING INCLUSIVE EXCELLENCE



Liji Thomas began her career lobbying on Capitol Hill for an increase in housing for low-income women and children. In 2005, Liji joined Countrywide as a Project Manager and quickly rose through the ranks to become Assistant Vice President of Compliance and Risk Management. In this role, she oversaw compliance and risk assessment in Countrywide's offshore operations and authored their Model for Offshore Compliance, a cross-functional, global, risk-based approach to the company's compliance efforts. In 2008, Liji joined the Internal Audit

Department of Southwest Airlines. During her time in Internal Audit, Liji led the company's first Capitalization of Labor Audit and published an article advancing thought leadership in the space in the 2010 issue of Internal Auditor magazine. She then assumed a role as Manager of Business Strategy, implementing new business initiatives impacting over 3,600 individuals. These initiatives included strategies to increase revenue, improve customer experience and realize process efficiencies. In the first six months of 2012, Liji impacted revenue generation in excess of \$40 million. As a testament to her leadership, Liji was shoulder-tapped to help build diversity and inclusion efforts for Southwest Airlines. In this role, she informed all aspects of diversity and inclusion for the nation's largest domestic airline and helped align Southwest Airlines' culture with an award-winning diversity and inclusion strategy. Liji then led diversity and inclusion efforts for both Southern California Edison, an investor-owned public utility, as well as Beautycounter, a high-growth clean beauty, and cosmetics company, before being named the inaugural Chief Diversity, Equity & Inclusion Officer for The Metropolitan Water District of Southern California. Metropolitan Water District is responsible for delivering water to 19 million residents across Southern California through its member agencies. In her current role, Liji oversees workforce development efforts, business outreach and community engagement, and the Diversity, Equity & Inclusion Council, consisting of representation from several employee resource groups and labor unions, and seeks to strengthen the organization's commitment to equity and inclusion across all stakeholder groups.

Liji is married and is the proud mom of two girls. In her spare time, Liji contributes to various charitable and civic causes. She is a Former Jesuit Volunteer and a graduate of Vanderbilt University. She has an MBA in Finance, a Master's degree in Accounting, and a Master's degree in Information Technology Management and Consulting and holds CPA, CIA, CRMA, and SHRM-CP designations. She was chosen to deliver her graduate school commencement address and is a graduate of Leadership Dallas.

CHIEF DEI OFFICER

STEVE BUCHERATI



Steve Bucherati brings more than 30 years of leadership experience to his current role as President of The Bucherati Group, LLC, including more than a decade as the Global Chief Diversity Officer for The Coca-Cola Company, working across more than 200 countries.

Steve's team at The Bucherati Group consults with clients nationally and globally and possesses significant experience in leading global Diversity, Equity & Inclusion (DEI) efforts. The team's work has focused on DEI organizational assessments and the launch or acceleration of DEI strategies and initiatives. The team has worked

across more than 25 industries and possesses deep expertise in DEI, talent acquisition, talent management, performance management, organization development, change management, and leadership development.

Steve possesses deep knowledge, strategic capability and practical application for all aspects of diversity, equity and inclusion, and his leadership in this space at Coca-Cola stretched across workplace, marketplace and community-based initiatives. Importantly, during his tenure at Coca-Cola, the company's diversity programs were critical components of the broader marketing agenda and were directly responsible for driving sustainable growth and revenue for its global brands and market penetration.

During Steve's tenure, Coca-Cola's diversity, equity and inclusion programs were recognized by external organizations as best-in-class, winning numerous external awards and recognition, including the prestigious Catalyst Award in 2013 for its Global Women's Initiative, which Coca-Cola implemented across all 200+ countries in which it operates.

Steve previously held a number of other key Human Resources roles, including leading the HR function for the Coca-Cola's Global Marketing organization and, separately, leading both the Talent Acquisition and the Employee Relations functions. These experiences allow Steve to bring a strategic and integrated mindset and capability to his work for clients, as does his many years of experience at both the C-Suite and Board of Directors level. Steve's leadership roles also required a strong knowledge of the inner workings of the organization and an ability to take strategy down to implementation and, importantly, specific and sustainable results.

In addition to his consulting practice work, Steve was an invitee to the Obama White House on multiple occasions to provide counsel on DEI issues, and is also a frequent speaker and presenter on DEI and other Human Resources topics. He currently serves on the Advisory Circle for TwoMentor, and the Advisory Board for Kanarys, and is the former Board Chair for the Center for Workplace Compliance.

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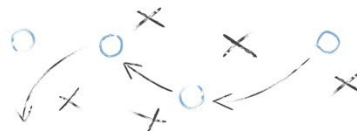


Ty Washington is the Executive Assistant General Manager (EAGM) on Workforce Diversity with the Los Angeles Department of Water & Power (LADWP) and has served in this role since 2020. As an EAGM, his role encompasses hiring, recruitment, retention services, employment development, and mentorship. His focus also includes the Department's diversity, equity, & inclusion goals targeting workforce development, economic development, community engagement, and supplier diversity. He has helped create non-traditional recruiting and trades training for underserved Los Angeles residents and provides solution-oriented

guidance and recommendations to the General Manager & Chief Engineer as well as LADWP senior staff on a variety of complex and sensitive projects. His role provides the opportunity to liaise with elected officials, City department leadership, and community stakeholders.

Ty also serves as LADWP's liaison to the City of Los Angeles' Historically Black College/University Recruitment Committee and the California Urban Water Association's Diversity, Equity & Inclusion Committee. He previously served as the Director of Strategic Communications within former Mayor Antonio R. Villaraigosa's Office of Economic & Business Policy.

Ty is a graduate of Tuskegee University and serves on the boards of the Western Los Angeles County Council for the Boy Scouts of America and the Black Public Relations Society- Los Angeles.



KEYNOTE Speaker

TY WASHINGTON

KEYNOTE Speaker

MODERATOR



JC Lacey is the Principal of JCL Consulting Group. JCL provides Stakeholder Engagement and Communications Services to public agencies throughout California, bringing fresh ideas and strong "boots-on-the-ground" support for important initiatives at the state, county, city, and project levels. JC facilitated Metropolitan's DEI Board Workshop/Retreat in Temecula in 2021 and participated in the interview panel to help Metropolitan identify its first Chief Diversity, Equity & Inclusion Officer.

Before launching as a DBE firm, JC Lacey spent a decade successfully managing stakeholder relations in the Los Angeles public sector, where he bridged gaps and strengthened relationships between government agencies and the local communities they serve. During that time, JC also served as a Senior Aide to the Mayor of Los Angeles, a Business Liaison Manager for LA Metro, and Commissioner of the Los Angeles Housing Department.



Victoria Johnson is a Global Equity Director at HDR Inc., a design firm specializing in engineering, architecture, environmental and construction services. In this role, she leads on established equity practice, providing advisory services to infrastructure leaders to envision and shape equity and justice priorities for federal, state and local agencies.

Johnson is a transformative practice leader with 19 years of experience in the consulting industry, including a diverse portfolio of work in major U.S. markets. She is also a global thought leader and speaker, providing perspectives on social value; resilience; and environmental, social and governance in Europe, Australia and New Zealand.

Serving in leadership roles within national professional societies, Johnson is a member of the National Skills Coalition Infrastructure Industry Recovery Panel. In this role, she is advising the Biden Administration and 117th Congress on infrastructure-related legislation, including the \$550 billion bipartisan Infrastructure Investment and Jobs Act and other legislation to inform how infrastructure can build more equitable, sustainable and resilient communities.

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Amelia Ransom, SPHR is Vice President of Diversity, Equity and Inclusion at Smartsheet. She is responsible for driving strategy and initiatives that impact, solidify and improve company culture. She also leads Corporate Social Responsibility (CSR) for the organization. Amelia has over 30 years of experience building and executing strategy within Human Resources and Business Operations in a world class and customer-centric organization. In addition to DEI, her areas of expertise include leadership development, millennial engagement and executive level mentorship and advisement.

Before joining Smartsheet, Amelia was the Sr. Director of Engagement and Diversity at Avalara. She created the company's first DEI strategy and was responsible for improving company engagement scores each year. Prior to that, she held multiple regional and company-wide leadership positions at Nordstrom including store management, Diversity and Inclusion and Learning and Development.

Amelia serves on the boards of the Seattle Chamber of Commerce, Evergreen Goodwill of Northwest Washington, The YWCA Seattle, King and Snohomish and The Institute for Sustainable Diversity and Inclusion.



Rachel Sandoval, as the Regional Director of Diversity & Inclusion for Kaiser Permanente Southern California and Hawaii Markets, develops and implements strategic policies and programs to support Kaiser's workforce of more than 75,000 and over 4 million Kaiser members obtain culturally competent care. Rachel's role includes the responsibility for Language Access Program, Culture Sensitivity Training, Regulatory Compliance, and Youth Pipeline Programs for Southern California.

Rachel has been in the health care field for over 32 years, she joined Kaiser Permanente in 2000 at Bellflower Medical Center in Human Resources and quickly progressed to a variety of leadership positions with increased responsibility over the course of her 22-year career with Kaiser Permanente.

She has been responsible for achieving the NCQA Multicultural Health Care Distinction during the inception of the distinction, making Kaiser Permanente Southern California a regional leader in multicultural care while working with diverse youth to ensure a diverse pipeline in the health care field.

PANELIST

PANELIST

Metropolitan PANELISTS

Katano Kasaine
Assistant General Manager/CFO- Finance/Administration

John Arena
Manager, Business Outreach & Community Engagement

Adrian Hightower
Manager, Workforce Development

Nathan Purkiss
President, PRIDE @ Metropolitan

Wigs Mendoza
President, Native American Alaskan Native Employee Advocates (NAANE)

Annette Eckhardt
President, Women at Metropolitan (WAM)



Elisa T. Mendez

Christine Saito

Debra Sass

Kevin Mapp

Lauren Carrillo

Ryan Roman

Alvin Wong

Ed Wong

Terence Lee

Rosa Castro

Isabel Aldrete

Rosalind Atkins

Geraldine Walters

Rickita Hudson

Brian Tubbs

Betty Kuo Brinton

Mya Ros

Diana Leonard

Teresa Kirkland

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