



A Conversation with Metropolitan's Changemakers

Board Workshop/Diversity, Equity & Inclusion (DEI) Forum
Metropolitan Water District of Southern California

August 23, 2022

Metropolitan's **Pledge** to Diversity, Equity and Inclusion

Statement of Commitment, board approved Oct. 12, 2021

“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.”

Diversity, Equity and Inclusion Council



The DE&I Council's purpose is to promote and enhance diversity, equity and inclusion throughout the organization and ensure accountability in Metropolitan's commitment to create an inclusive culture and work environment that values diversity and equity for all Metropolitan employees.

DEI Council Members

- Armenian American Employee Group
- Asian American Employee Organization
- Black Employees Association
- Hispanic Employees' Association
- MWD-Society of Women Engineers
- Native American/Alaskan Native Employee Association
- Persian American Employee Organization
- PRIDE at Metropolitan
- VOICE
- Women at Metropolitan
- Bargaining Units
 - ACE
 - AFSCME Local 1902
 - MAPA/AFSCME Local 1001
 - Supervisors' Association

DEI Council Accomplishments

- Developed DEIC mission statement, objectives and an educational speaker series for all DEIC management and member attendees.
- Advocated transparency and greater field for DEIC involvement by posting DEIC materials on Metropolitan's website and adding additional bargaining unit representatives.
- Surveyed employee resource group and bargaining unit members about DEI and communicated recommendations to the DEIC.
- Participated in the Shaw Law Group interviews and supported recommendations from the report.
- Formed DEI Sub-Committees to focus on recommendations for the following MWD program areas:
 - Communications & Outreach
 - Recruitment
 - Recruitment Outreach
 - Training & Development
 - Promotions
- Created and published DEI Newsletters

DEI Council Accomplishments

Speaker Series

- The Business Case for Diversity
- Understanding Biases
- Developing Better Self-Awareness
- Overcoming Implicit Bias
- Respectful Communication
- DE&I Case Studies (LADWP, Quicken Loans, etc.)
- Inclusive Leadership



The Civility Project



No Limit 2 Your Success



Moments of Focus, LLC



Nelson Leadership



LADWP



Arrowhead Consulting

Annette
Eckhardt,
Water System
Operations

Represents WaM on the DEIC, conducted a WaM membership survey about DEI and partnered with HEA, to share those survey questions for HEA's membership and presented a summary of DEI recommendations, from both WaM and HEA members, to the DEIC w/ Ric Duarte and Rosa Castro.

Helped draft and coordinate all-ERG Black Lives Matter response, following the death of George Floyd, with Wiggs Mendoza, Judy Holland and other ERG leaders at the time.

Co-Chair of the DEIC Training & Development Subcommittee with Rachel Irwin and other ERG and ASFME representatives, to develop DEI recommendations and network those ideas with Metropolitan's subject matter experts, who help review, build-upon or help implement those recommendations, where possible.

Hosted WaM Talk events/panels about DEI, along with fellow WaM Executive Officers and WaM's DEI Sub-Committee Members (i.e. Women's History Month events).

Served on the Pride @ Metropolitan formation committee, to provided WaM support for Pride Month events at Metropolitan.



The Business Outreach program promotes inclusion through our support of the 30+ ethnic and gender-based community and business partners that represent the diversity of Southern California. Since 2001 MWD has re-invested more than \$1.5B with small businesses.

We promote equity through our commitment of providing feedback, access and training to our small business community. One of our core values is being a public servant

The Metropolitan Water District of Southern California has officially joined a movement to increase equity in the nation's infrastructure construction economy and help build generational wealth in underrepresented communities across the country.

John **Arena**,

Diversity,
Equity,
Inclusion



Adrian
Hightower,

Diversity,
Equity,
Inclusion

Sustainability,
Resilience,
Innovation

Worked with BEA President, Tuanee Holmes, to identify **employment disparities** from 30 years of Metropolitan EEO reports.

Worked with IT to design Metropolitan's new ***Water Cybersecurity Internship Program***

Member of the Water Research Foundation's Project Advisory Committee for a "*DE&I Best Practices for the Water Sector Workforce*" study

Cultivated **consortiums** of Metropolitan member agencies and industry partners to address equity in emerging green and **sustainable jobs**.



Wigs Mendoza,

Sustainability,
Resilience,
Innovation



Member of the Diversity Equity and Inclusion Council

Chair of the Promotions Committee with Phil Dooks, WSO, as Co-Chair. The committee drafted and recommended a Temporary Promotions policy that is fair and equitable to all employees

Founding member of the Native American Alaska Native Employee Advocates (NAAAEA) whose mission is to promote indigenous American culture, arts and history within Metropolitan.

The NAAAEA also promotes tribal relations by:

- Participating in inter-reservation community events
- Knowledge and skills sharing
- Creating a path for career and economic opportunities
- Supporting tribal history by recreating lost artifacts through 3D printing (Ron Dominguez, 3D Printer Master)
- All resource contributions are voluntary

President of Pride @ Metropolitan. Represents the employee resource group at the DEIC with Vice President Tyler Grossheim.

Formed an LGBTQ employee interest group in September 2021 with Rosa Castro. Facilitated monthly meetings for the group through April exploring LGBTQ themes, education and developing group cohesion.

Out of the LGBTQ interest group, initiated and oversaw the formation of the new Pride @ Metropolitan employee resource group in May, 2022. Initiated series of outreach events in June for Pride Month.

Served on a work group with Metropolitan staff to support the formation of the VOICE employee resource group for people with disabilities.



Nathan Purkiss,

External Affairs



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Questions.

