

MINUTES
BOARD OF DIRECTORS WORKSHOP
THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA
August 23, 2022

1. CALL TO ORDER

Board Chairwoman Gray called the teleconference meeting to order at 11:02 a.m.

2. ROLL CALL

Board Secretary Abdo administered the roll call.

Board Members present: Directors Abdo, Ackerman, Atwater, Blois, Camacho, Cordero, De Jesus, Dick, Erdman, Fellow, Fong-Sakai, Gray, Kurtz, Lefevre, McCoy, Miller, Morris, Ortega, Peterson, Phan, Pressman, Quinn, Ramos, Record, Smith, Sutley, and Tamaribuchi.

Directors responding after roll call: Directors Dennstedt and Repenning.

Board Members absent: Directors Apodaca, Faessel, Goldberg, Hawkins, Jung, Kassakhian, Luna, Petersen, and Williams.

Board Secretary Abdo determined that a quorum was present.

3. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE BOARD LIMITED TO THE ITEMS LISTED ON THE AGENDA

No members of the public requested to speak.

DIVERSITY, EQUITY AND INCLUSION FORUM

4. WELCOME/OPENING COMMENTS

Chairwoman Gray and General Manager Hagekhalil addressed the Board on matters pertaining to this Workshop.

5. SETTING THE STAGE: THE CASE FOR INCLUSIVE EXCELLENCE & KEYNOTE INTRODUCTION

Presented by: Liji Thomas, MWD Chief Diversity, Equity & Inclusion Officer

Ms. Thomas opened the Metropolitan Water District's inaugural Diversity, Equity & Inclusion (DEI) Forum "Playing to Win Advancing Inclusive Excellence," explaining what DEI means, how Metropolitan will move to a more inclusive and equitable workplace and be a leader in the water industry. She introduced how the forum would proceed.

Directors Dennstedt and Repenning entered the meeting.

6. MORNING KEYNOTE: FROM LITIGATION TO DEI LEADERSHIP: COCA COLA'S JOURNEY TO INCLUSIVE EXCELLENCE

Presented by: Steve Bucherati, Retired Chief Diversity Officer, The Coca-Cola Company President, The Bucherati Group

Ms. Thomas introduced Steve Bucherati, Retired Chief Diversity Officer, The Coca-Cola Company President, The Bucherati Group, who discussed Coca-Cola's journey to an inclusive environment.

Mr. Bucherati presented his Coca-Cola story, the best practices for making an inclusive environment, leveraging collective genius, and addressing the opportunity, the challenge, and the inevitable change. After the presentation, Mr. Bucherati opened the discussion for a questions and answers session.

The following Directors asked questions or made comments:

	Director(s)
1.	Fellow
2.	Repenning
3.	Ortega
4.	Erdman
5.	Sutley
6.	Ramos
7.	De Jesus
8.	Morris
9.	Abdo
10.	Gray

Mr. Bucherati responded to the Directors' comments or questions.

7. AFTERNOON KEYNOTE: FORGING DIVERSITY, EQUITY AND INCLUSION'S IMPACT ON CENTRAL POLICYMAKING AND ORGANIZATIONAL CULTURE

Presented by: Ty Washington, Executive Assistant General Manager on Workforce Diversity with Los Angeles Department of Water and Power (LADWP)

Ms. Thomas introduced Ty Washington, Executive Assistant General Manager, Los Angeles Department of Water and Power, who presented and discussed the LADWP DEI program and racial equity action plan. Additionally, he discussed LADWP initiatives to recruitment strategies at Historically Black Colleges and Universities through Advancing Minorities' Interest in Engineering, diversity training, cultural and community engagement, supplier diversity, and having a zero-tolerance discriminatory policy.

The following Directors asked questions or made comments:

	Director(s)
1.	Smith
2.	Gray

Mr. Washington and staff responded to the Directors' comments or questions.

8. AFTERNOON PANEL: INCLUSIVE EXCELLENCE & LESSONS LEARNED FROM CHANGEMAKERS

Presented by: JC Lacey, Principal JCL Consulting Group

Ms. Thomas introduced JC Lacey, Principal JCL Consulting Group. Mr. Lacey introduced the panel members Amelia Ransom, Vice President, DEI Smartsheet; Victoria Johnson, Global Equity Director, HDR, Inc.; and Kimberly Cyrus, Senior Consultant, Equity, Inclusion & Diversity, Kaiser Permanente.

The panel discussed the following questions: Why is DEI important to organizations as a business initiative? What philosophy or framework does your organization utilize for DEI? What are ways organizations can get to the buy-in or goals for DEI? Why is inclusive leadership important now, and how is it applied in their organization? What does it mean, and how do you implement cultural competency?

The following Directors asked questions or made comments:

	Director(s)
1.	Sutley
2.	Gray

The panel responded to the Directors' comments or questions.

9. CLOSING PANEL: THE PATH TO DIVERSITY, EQUITY, & INCLUSION AT METROPOLITAN – A CONVERSATION WITH METROPOLITAN'S CHANGEMAKERS

Presented by: Katano Kasaine, Assistant General Manager/CFO-
Finance/Administration

Ms. Thomas introduced Katano Kasaine, Assistant General Manager/Chief Financial Officer. Ms. Kasaine presented a presentation on Metropolitan's pledge to DEI, Metropolitan DEI council members, and accomplishments. Ms. Kasaine introduced the panel members Annette Eckhardt, President, Women at Metropolitan; John Arena, Section Manager, Business Outreach; Adrian Hightower, Special Project Manager, Sustainability, Resilience & Innovation; Wigs Mendoza, President, Native American Alaska Native Employee Advocates; Nathan Purkiss, President, PRIDE @ Metropolitan. The Panel discussed the initiatives the employee resources groups developed to move Metropolitan into a more DEI organization.

The following Directors asked questions or made comments:

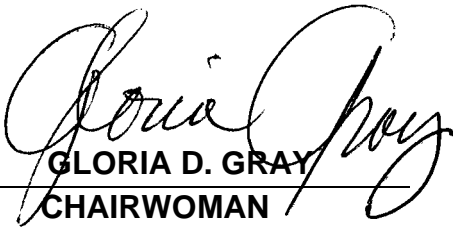
	Director(s)
1.	Gray

10. CLOSING REMARKS

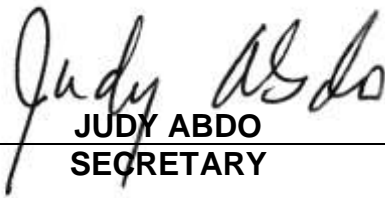
Liji Thomas closed the forum with Metropolitan's vision and key principles for advancing DEI.

12. ADJOURNMENT

Meeting adjourned at 5:28 p.m.



GLORIA D. GRAY
CHAIRWOMAN



JUDY ABDO
SECRETARY