



Diversity, Equity & Inclusion Committee

DEI Committee: Duties, Functions, and General Overview

October 25, 2022
Item 6a

Overview

- DEI Committee – Duties & Functions per Admin Code
- DEI at Met – General Overview: The Past
- DEI at Met – General Overview: The Future
- Next Steps

Admin Code Section - Duties & Functions

Admin Code Section 2499.50

The Diversity, Equity and Inclusion Committee will:

- (a) Direct and receive reports from, and be the home committee for, Metropolitan's Diversity, Equity and Inclusion Officer;
- (b) Receive input, policy and procedure recommendations from the Diversity, Equity and Inclusion Officer;
- (c) Study diversity, equity, and inclusion issues within Metropolitan to recommend ways to enhance and promote equal opportunity, affirmative action, increased diversity of the workforce and a culture of inclusion within Metropolitan;
- (d) Promote workforce development programs, including training and advancement opportunities at Metropolitan to increase diversity, equity and inclusion within Metropolitan and benefit the communities within Metropolitan's service area; and
- (e) Study areas of special concern to the District and its employees

The Past

Metropolitan's Mixed Track Record in Advancing Diversity, Equity and Inclusion

Despite some great initiatives and successes in the past, DEI has not been a key strategic imperative for the organization until very recently



Reactive People practices with inconsistent application and too much management discretion; need for culture change



Sexual harassment, EEO and discrimination complaints that went unanswered for too long; state audit and Shaw Law Group Reporting



Lack of engagement, coordination and trust among key groups across Met, including labor, ERGs and management/staff



Successful small business program; no supplier diversity program



DE&I Council launched; Several ERGs launched



Lack of coordinated strategy, vision and execution resulting in wasted resources, duplication of efforts and limited success

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

Vision To build 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

Next Steps

Vision To build the most inclusive, equitable, socially and environmentally conscious public institution in the world

Immediate Next Steps



Crafting a DEI Strategic Plan that can be broadly and transparently shared



Doing a deep dive into HR policies, procedures and practices and making recommendations for improvement



Relaunching Corporate DE&I Council as a strategic partner in Met's journey towards greater equity and inclusion



Advancing Board and public commitments already made, such as Equity in Infrastructure Pledge and Project Labor Agreements



Securing resources for DE&I Office to ensure long-term, sustainable change

