



# Diversity, Equity and Inclusion (DE&I) Council Update

Organization, Personnel and Technology Committee

Item 6b

August 16, 2021

# Diversity, Equity and Inclusion Council

- Members:

- Field Representation

- Increased the number of representatives for AFSCME, MAPA and ACE from 2 to 4

- Bargaining Unit representatives (14)

- ACE, MAPA, SUPS, AFSCME Local 1902

- Employee Group representatives (16)

- 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, and Women at Metropolitan

# Council Activities and Efforts

- DE&I Subcommittees – specific work is being accomplished in subcommittees who will provide recommendations for the Council's consideration
  - 5 subcommittees
  - Subcommittee Guidelines
  - Implemented Subcommittee Written and Oral Reports to the Council
- General Manager participation

# Council Activities and Efforts

- Education Presentations
  - Council Year in Review
  - Grievance Process
  - Regional Small Business Program

# DE&I Future Steps and Considerations

- Subcommittees – develop recommendations for Council
- Keen Independent Consulting – climate survey
- DE&I Council Retreat



