



● **Board of Directors**
Executive Committee

10/12/2021 Board Meeting

8-1

Subject

Consider and adopt the Board’s Statement of Commitment to Diversity, Equity, and Inclusion; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

Executive Summary

This letter presents the Board’s Statement of Commitment to Diversity, Equity, and Inclusion recommended by Chairwoman Gray for the Board of Directors' review and adoption.

Details

Background

As a follow-up to the discussion on “Expanding Diversity, Equity, and Inclusion” at the September 30, 2021 Board of Directors Retreat, the attached Board’s Statement of Commitment to Diversity, Equity, and Inclusion (**Attachment 1**) is for the Board’s consideration and adoption. Adoption of the Statement is an intentional commitment by the Board that will provide staff with guidance and support to develop, implement, and maintain policy and programs that make diversity, equity, and inclusion a priority.

Policy

Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

California Environmental Quality Act (CEQA)

CEQA determination for Option #1:

The proposed action is not defined as a project under CEQA because it involves continuing administrative activities, such as general policy and procedure making (Section 15378(b)(2) of the State CEQA Guidelines). In addition, the proposed action is not subject to CEQA because it involves Organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment (Section 15378(b)(5) of the State of CEQA Guidelines).

CEQA determination for Option #2:

None required

Board Options

Option #1

Adopt the Board’s Statement of Commitment to Diversity, Equity, and Inclusion.

Fiscal Impact: None

Business Analysis: Adoption of the Board’s Statement of Commitment to Diversity, Equity, and Inclusion supports staff’s ability to develop, implement, and maintain diversity, equity, and inclusion focused policies and programs.

Option #2

Do not adopt the Board's Statement of Commitment to Diversity, Equity, and Inclusion.

Fiscal Impact: None

Business Analysis: Absence the adoption of the Board's Statement of Commitment to Diversity, Equity, and Inclusion could hinder staff's ability to develop, implement, and maintain diversity, equity, and inclusion focused policies and programs.

Staff Recommendation

Option #1



Gloria D. Gray
Chairwoman

10/8/2021
Date

Attachment 1 – Board's Statement of Commitment to Diversity, Equity, and Inclusion

Ref# bd12681260

The Board Statement on Diversity, Equity and Inclusion (DEI)

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.