



**Exec Committee**

- G. Gray, Chair
- D. De Jesus, Vice Chair
- C. Kurtz, Vice Chair
- H. Repenning, Vice Chair
- J. Abdo, Board Secretary
- L. Ackerman
- R. Atwater
- M. Camacho
- G. Cordero
- L. Dick
- M. Hogan
- J. Murray Jr.
- M. Ramos
- R. Record
- T. Smith

**Adjourned Executive Committee - Final**

Meeting with Board of Directors \*

**October 12, 2021**

**11:00 a.m.**

**Tuesday, October 12, 2021  
Meeting Schedule**

- 09:00 am - L&C**
- 10:00 am - RP&AM**
- 11:00 am - Adj Exec**
- 11:30 am - Break**
- 12:00 pm - Board**

Live streaming is available for all board and committee meetings on our [mwdh2o.com](http://mwdh2o.com) website ([Click to Access Board Meetings Page](#))

**Public Comment Via Teleconference Only:** Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via teleconference only. To participate call (404) 400-0335 and use Code: 9601962.

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\* The Metropolitan Water District’s meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

**1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

**2. OTHER MATTERS AND REPORTS**

None

**\*\* CONSENT CALENDAR ITEMS - ACTION \*\***

**3. CONSENT CALENDAR OTHER ITEMS - ACTION**

None

**4. CONSENT CALENDAR ITEMS - ACTION**

None

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

## 5. OTHER BOARD ITEMS - ACTION

- 8-1 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. [Added item on 10/8/2021] [21-559](#)

**Attachments:** [10122021 Exec 8-1 B-L.pdf](#)

- 8-2 Chair and Vice Chair of committee appointments for the term commencing October 12, 2021 through January 1, 2023;the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA. [Added item on 10/8/2021] [21-558](#)

## 6. BOARD INFORMATION ITEMS

None

## 7. FOLLOW-UP ITEMS

None

## 8. FUTURE AGENDA ITEMS

## 9. ADJOURNMENT

**NOTE:** This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Agendas for the meeting of the Board of Directors may be obtained from the Board Executive Secretary. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <http://www.mwdh2o.com>.

Requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.



● **Board of Directors**  
***Executive Committee***

10/12/2021 Board Meeting

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8-1

**Subject**

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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**

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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**

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**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**

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Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

**California Environmental Quality Act (CEQA)**

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**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**

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**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**

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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.