

The Metropolitan Water District of Southern California

Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

DEI Committee

T. McCoy, Chair
F. Jung, Vice Chair
J. Abdo
R. Atwater
D. Erdman
L. Fong-Sakai
A. Ortega
M. Ramos
S. Tamaribuchi
H. Williams

Diversity, Equity and Inclusion Committee

Meeting with Board of Directors *

October 25, 2022

10:30 a.m.

Live streaming is available for all board and committee meetings on mwdh2o.com ([Click Here](#))

A listen only phone line is also available at 1-877-853-5257; enter meeting ID: 831 5177 2466. Members of the public may present their comments to the Committee on matters within the committee's jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference (833) 548-0276 and enter meeting ID: 815 2066 4276.

Tuesday, October 25, 2022 Meeting Schedule

**08:30 a.m. Sp. BOD
09:00 a.m. A&E
10:30 a.m. DE&I
12:00 p.m. Exec.
01:00 p.m. UC
02:00 p.m. OW**

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

* 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))**

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

- 2. CONSENT CALENDAR OTHER ITEMS - ACTION**

NONE

- 3. CONSENT CALENDAR ITEMS - ACTION**

NONE

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

- 4. OTHER BOARD ITEMS - ACTION**

Zoom Online and Boardroom

NONE

5. BOARD INFORMATION ITEMS

NONE

6. COMMITTEE ITEMS

- a. Diversity, Equity and Inclusion Committee: Duties, Functions, and General Overview [21-1606](#)

Attachments: [10252022 DEI 6a Presentation](#)

7. MANAGEMENT REPORTS

NONE

8. FOLLOW-UP ITEMS

NONE

9. FUTURE AGENDA ITEMS

10. 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.

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

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

The Past

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



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

