



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

Organization, Personnel and Technology Committee
Item 6a
February 9, 2020

DE&I Initiative Organization

- Board & Executive Management
 - Chairwomen Gray, Jeffrey Kightlinger, Deven Upadhyay, Katano Kasaine, Gerald Riss, Abel Salinas, Marcia Scully, and Dee Zinke
- DE&I Leadership Advisory Team
 - CAO, EEO, HR, DEI Consultants and Administrative Support Staff
- DE&I Council
 - Employee Resource Groups and Bargaining Units

Diversity, Equity and Inclusion Council

- Members:

- 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

- Bargaining Unit representatives (6)

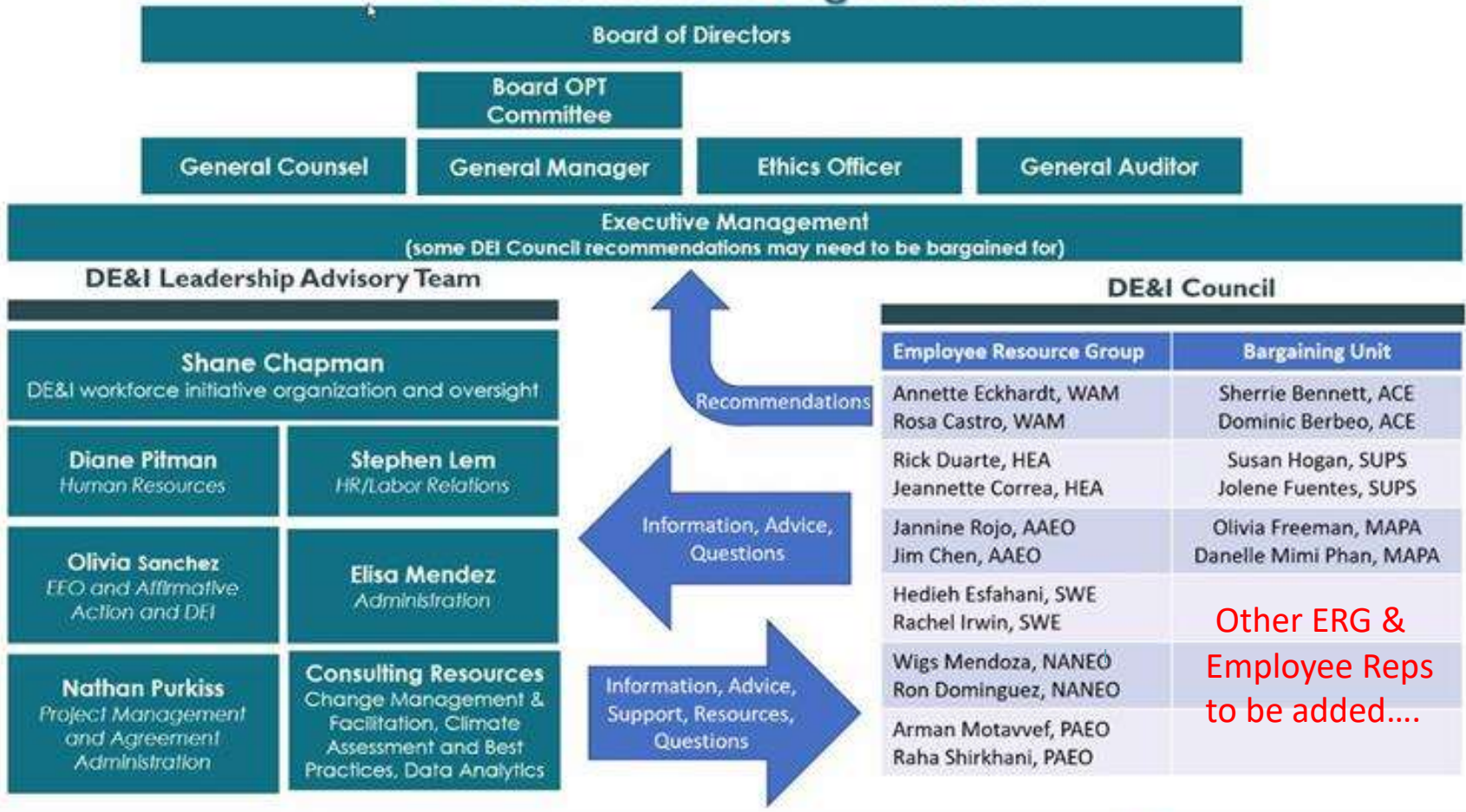
- ACE, MAPA, SUPS

- DEIC, Leadership & Advisory Team hopeful non-participating ERG/BU rejoin/fill open positions (4-6)

- AFSCME Local 1902, AFSCME 1902 Women's Caucus and possibly other field representatives

Draft DE&I Organizational Chart

DE&I Initiative Organization



Council Activities & Efforts

- DEIC member organization's presented survey results (ACE, HEA/WAM & MAPA) with management and on the microsite
- DE&I Workforce microsite is active
- Unconscious Bias Training rolled out to the workforce
- DE&I Brown Bags – First session held on January 28, 2021
- Additional DE&I outreach by Executives/Management Advisors to employees, who are not active members of an ERG or participating bargaining unit, recommended by DEIC.

Council Activities & Efforts

BROWN BAG

A Conversation
About Diversity,
Equity & Inclusion

**Learn About Metropolitan's
DE&I Actions & Initiatives**

Thursday
January 28
11:30 a.m.

To register
for this event
click here 

Featuring Guests:



Chairwoman
Gloria D. Gray



General Manager
Jeffrey Kightlinger



DE&I Council



Please submit your questions in advance to met.erg@mwdh2o.com by Jan. 25.

For questions about the event, contact Wigs Mendoza at wmendoza@mwdh2o.com.

<https://intranet/deic>

**Presented by Metropolitan's
Employee Resource Groups**

- Asian American Employees Organization
- Hispanic Employees Association
- MWD-Society of Women Engineers
- Native American/Alaskan Native Employee Association
- Persian American Employee Organization
- Women at Metropolitan



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

DE&I Future Steps & Considerations

- Continue DEIC Brown Bag series
- Working with consultant on a workforce cultural assessment
- Enhancing communication strategy of DE&I efforts to workforce
- Strategies for all levels of management to demonstrate support of DE&I principles & efforts
- Finalize DE&I organization, including field participation by additional field and any other underrepresented groups
- Formation of DE&I Subcommittees to address Brown Bag/Microsite questions, DE&I messaging and representation.

