

Chairwoman Gray's Comments for Organization, Personnel and Technology Committee  
Monday, March 8, 2021

- I would like to make a few comments about what I believe to be the most important issue facing Metropolitan right now.
- And that is the issue of our workplace culture.
- In addition to the LA Times stories over the past couple of weeks, there is an editorial on this matter in today's LA Times.
- It challenges Metropolitan to acknowledge the problems that exist in our organization. And work to construct respect in the diverse rank of employees we have.
- I could not agree more.
- As a respected, accomplished and forward-looking organization, Metropolitan must hold itself to the highest standards for conduct.
- It is our obligation to ensure that every one of our employees feels safe, valued, and protected.
- We will be preparing a response to the editorial to reinforce these values.
- In addition, I am sending a letter today to our legislative delegation in Sacramento, providing an update on the steps we have taken and are taking.
  - Including our independent review by the Shaw Law Group that our Ethics Officer Mr. Salinas is overseeing,
  - The creation of our employee-led Diversity, Equity and Inclusion Council, and an experienced consulting firm that has been brought on board to perform a thorough culture assessment -- and provide a roadmap for improvement,
  - Our commitment to worker safety,
  - And this Board's unwavering commitment to address these issues. To right any wrongs.
  - The letter also includes links to Metropolitan's website with resources about the Board's actions, policies, correspondence, media stories and related matters -- because transparency and accountability are essential to addressing these concerns.
- To live up to the high bar we set for Metropolitan, we must continue to look critically and carefully at our organization. Even when that is troubling or painful.

- The external review, direction and ideas from this Board, and our own internal assessments will help identify those improvements. And I hope each of you will work with me to do this.