



Metropolitan's Board Responds to Allegations of Discrimination, Safety Issues and Harassment in the Workplace

“Under my leadership, Metropolitan’s Board has been unequivocal that we will not tolerate sexual harassment, discrimination, retaliation and other forms of misconduct towards or among our employees. If it is found that our practices and policies have fallen short of this goal, we are prepared to act swiftly and decisively.

- Chairwoman Gloria D. Gray

- The Board responded to employee comments alleging systemic harassment by authorizing Metropolitan’s Ethics Officer in November 2020 to enter into a contract with Shaw Law Group, a certified women-owned business enterprise with extensive expertise in EEO issues. The firm is currently conducting **an independent and thorough review** of allegations of systemic Equal Employment Opportunity-related discrimination, harassment, retaliation and related concerns. To date the firm has:
 - Conducted over 50 hours of interviews and reviewed documents regarding policies and prior investigations of EEO complaints
 - Issued a climate assessment survey taken by more than 80% of employees
 - Begun interviews with more than 125 employees who requested to speak to the firm and additional interviews with other staff and management
- Metropolitan is developing a new education campaign aimed at **raising awareness of the rights employees have** when it comes to issues of discrimination and harassment, and how to take action to defend those rights should it become necessary.
- A February 23, 2021 letter was sent to the Joint Legislative Audit Committee pledging Metropolitan’s **support and full cooperation** with an audit should the State deem it necessary.
- Metropolitan’s **Diversity, Equity and Inclusion Council** was created in 2020. The Chairwoman and executive management attend meetings of the Council, which is comprised of leadership from employee resource groups and employee bargaining units. Actions of the Council so far include:
 - Providing mandatory training on unconscious bias to supplement existing mandatory training on sexual harassment prevention and other workplace conduct
 - Retaining the services of an independent Diversity, Equity and Inclusion consulting firm to perform a thorough culture assessment and provide a roadmap for improvement
 - Taking steps for greater diversity, equity and inclusion in Metropolitan’s business practices to improve opportunities for underserved and underrepresented communities
- To ensure **greater transparency** as employee issues are being reviewed, a new [web page](#) on Metropolitan’s website provides resources and documents related to the independent review.
- Metropolitan has **fully cooperated** with the Los Angeles Times in response to Public Records Act requests for information about employee issues and District responses.