



# Diversity Equity and Inclusion Council Update

Organization, Personnel and Technology  
Committee  
Item 6b  
October 13, 2020

# Diversity, Equity and Inclusion Council

- Established July 7, 2020
- Monthly meetings
- Members:
  - Bargaining Unit representatives (AFSCME, MAPA, SUPS and ACE)
  - Employee Resource Group representatives
    - Black Employees Association, Women at Metropolitan, Hispanic Employees Association, Asian American Employee Association, Society of Women Engineers, Native American/Alaskan Native Employee Association, Persian American Employee Organization

# Diversity, Equity and Inclusion Council

- Draft DEI Council Mission Statement
  - Purpose is to promote and enhance diversity, equity and inclusion throughout the organization and ensure accountability in Metropolitan's commitment to create an inclusive culture and work environment that values diversity and equity for all Metropolitan employees
  - Will work collaboratively with Metropolitan to identify, define and recommend diversity best practices and strategies in organizational culture, recruitment, development and retention that are the hallmark of innovative and high-performing organizations

# Next Steps

- Next meeting October 28<sup>th</sup>
- Unconscious bias training
- Request for Proposal for DE&I consultant services:
  - Culture assessment survey and interviews
  - Review training, policies, recruitment, hiring and retention strategies
  - Recommend best practices and draft plan
- Regular updates to be provided at OP&T Committee

