



Diversity Equity and Inclusion Council Update

Special Organization, Personnel and Technology
Committee
Item 6a
October 27, 2020

Diversity, Equity and Inclusion Council

- Established July 22, 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

DEI Consultant

- Purpose

- Assess diversity, equity and inclusion (DE&I) climate at Metropolitan and prepare a strategic plan to guide improvement and recommended training

- Specific Scope of Work

- Provide knowledge and insight on diversity, equity and inclusion best practices
- Conduct climate assessment and develop a plan for improvement
 - Employee survey and interviews
 - Review policies and procedures
 - In-depth analysis of employee sentiments toward raising concerns and internal investigatory processes

DEI Consultant

- Specific Scope of Work continued
 - Assist with creation of defined metrics for success
 - Identify training gaps and provide bias and other beneficial training
 - Develop a strategic plan for change
 - Address organizational culture differences
 - Draft long-term plan and provide recommendations for actions that can be implemented immediately
 - Recommend methods of long-term monitoring and evaluation
- DEI Council will review proposals and select consultant

Next Steps

- Next meeting October 28th
- Unconscious bias training
- Request for Proposal for DE&I consultant services
 - Proposals to be submitted by November 2nd
 - DEI Council will score proposals
- Regular updates to be provided at OP&T Committee

