

Good morning Chairperson Murray, Directors, Executive Staff, fellow employees and guests. My name is Ellen Mackey and I am here this morning as a scientist, and as the Women's Caucus. We thank you for this public session opportunity.

As a reminder:

Our Mission is to proactively address a culture of sexism, racism, misogyny, ageism, nepotism, favoritism, harassment, and sexual harassment that permeates much of Metropolitan, from our offices to our field facilities.

We wish to comment on the Diversity, Equity, & Inclusion Council. First let me thank Chairwoman Gray for her leadership on this Council. However, as a 29 year MWD employee I've seen these councils before only to have them produce a document that is quietly shelved. No progress made.

The Council was created by Executive Management, the same chain of management that's retaliated against our employees for decades. The same chain of management that demands women sign non-disclosure agreements in order to settle charges of retaliation, harassment and discrimination. Keep in mind as with any complaint process that there should be a multiplier on the number of complaints as many women lack the confidence to come forward.

Initially, there was/is confusion as to whether or not the Women's Caucus has a position on the Council but I received an email in September from management requesting an alternate to the transgender representative who was individually invited to the DEI Council. They are one of the people who gave their testimony in July (they/their is their preferred pronoun). Due to their insistence and diligence that they represented the Women's Caucus not the LGBTQ+ community, we, apparently, have a seat on the Council.

However, management can't even cease harassing their own transgender show-pony (our term)! The one individual specifically invited!!

Following Council meetings they were thrown back into the same toxic work environment that they characterized in July. They are now on medical leave due to persistent harassment and abuse at their job. I'm incorporating their 2018 board letter by reference.

That shouldn't be a surprise to anyone. What should be a surprise, is that somehow management thought it would be a good idea . . . to examine internal discrimination and harassment with a Diversity Council . . . headed by this same chain of management has allowed this harassment to persist over the last fifteen years!

That is some serious cognitive dissonance.

As a result of these actions, we do not believe that management, HR or Legal will refrain from interfering in the scope or sanitizing results of the Council. We do not believe that current

MWD management has the moral courage to lead this process rather than simply reduce it to *Political Theater*.

SO, due to failures on the part of upper management, we, the Women's Caucus, are **boycotting** the DEI Council until the death-grip of management is removed from the Council. We invite other Employee Resource and Interest Groups, and Bargaining Units to join us but we understand that some may not feel comfortable with a boycott. The Women's Caucus will continue to support you.

Rather than putting the "fox in charge of the henhouse," we suggest:

1. Board members with MWD experience lead the DEI Council even if the process is more involved.
2. Upper management needs to step down from any leadership role in the DEI because despite assuaging concerns that the DEI members would drive the agenda and decisions of the Council, management has selected the facilitator, the culture assessment contractor, and the bias consultant.

This "speed" is all CYA to partially cover for the accusations brought forward by two Women's Caucus members who spoke in July. Management feels the need to show they are responsive.

3. All DEI Council consultant contracts including those for facilitation, cultural assessment, bias training, and investigations, should be held by these board members.
4. Open meetings so that all can at least listen as we lack confidence that upper management will accurately convey information and actions from the DEI Council but will attempt to control the message by filtering it. This lack of trust is underscored by the recent Ethics Office report.
5. Consultants reports should go to the board **first**, otherwise, management will attempt to massage or sanitize reports.

Metropolitan is a good place to work and can be a force for good but not with this culture. We want change but not with management in this process.

Do we really believe that the management that lead us into this quagmire and perpetuated it, can lead us out?

We think NOT!

Boycott!

Thank you