Diversity Equity and Inclusion Update

Organization, Personnel and Technology Committee
Item 6a
December 7, 2020

Role of The Scottie Group: Change Facilitation

- Conduct Senior Leadership DE&I Strategy Alignment meetings to facilitate visible sponsorship, ownership and support of DE&I strategies and activities for seamless execution of broader DE&I goals
- Lead the facilitation of monthly DE&I Council meetings to ensure process for inclusion of all voices in DE&I conversation
- Assist DE&I Council in development of core ”building blocks” for sustained change and organizational effectiveness in harmony with Diversity Council best practices
- Change facilitation is the primary approach

Diversity, Equity and Inclusion Council

- Members:
  - Employee Resource Group representatives
    - Asian American Employee Organization, Hispanic Employees' Association, MWD-Society of Women Engineers, Native American/Alaskan Native Employee Association, Persian American Employee Organization, Women at Metropolitan
  - Bargaining Unit representatives
    - ACE, MAPA, SUPS
  - Organizations not currently participating; we welcome their participation at any time
    - AFSCME Local 1902, including AFSCME 1902 Women's Caucus, Black Employees' Association

Diversity, Equity and Inclusion

Statement of Commitment to Diversity, Equity and Inclusion

At Metropolitan, we are committed to providing a workplace that values diversity and promotes inclusion where different experiences, talents and perspectives are key to empowerment, innovation and the success of our organization.

We believe that equity is fundamental to fostering a culture of trust and respect where everyone can thrive. We understand that self-assessment and continuous improvement are critical to ensuring that we maintain the highest standards of conduct.

Diversity, Equity and Inclusion Council Mission Statement

The DE&I Council's 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.

The Council will work collaboratively to identify, define and recommend best practices and strategies in organizational culture, workforce recruitment, development and retention that are the hallmark of innovative and high-performing organizations.

WORK THAT HAS BEEN DONE TO SUPPORT DE&I

EXEC. MWD STATEMENT OF COMMITTMMENT TO DE&I	MISSION STATEMENT	GROUND RULES
OBJECTIVES	COMPOSITION	ROLES/ RESPONSIBILITIES
FREQUENCY OF MEETINGS	OPERATIONAL PROCEDURES	CHANGES/UPDATES TO CHARTER

Additional Council Efforts

- Selection of DE&I consultant for culture climate assessment survey
- Unconscious Bias training review
- DE&I workforce microsite review and input
- Sharing individual Council member organization's survey results

DE&I NEXT STEPS CONSIDERATIONS

- Determine broader DE&I organizational infrastructure for clarity in roles, reporting and authority
- Gather DE&I organizational climate data across various channels
- Conduct assessment and analysis to determine what DE&I barriers to address
- Gain consensus on DE&I priorities, to set business objectives and develop change initiatives with metrics.
- S.M.A.R.T. Action Plan
- Implement & Measure

THE METROPOLITAN WATER DISTRICT OF
SOUTHERN CALIFORNIA
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