



Diversity, Equity and Inclusion (DE&I) Council Update

Organization, Personnel and Technology Committee

Item 6c

June 8, 2021

Diversity, Equity and Inclusion Council

- Members:

- Field Representation

- Increased the number of representatives for AFSCME, MAPA and ACE from 2 to 4

- Bargaining Unit representatives (14)

- ACE, MAPA, SUPS, AFSCME Local 1902

- Employee Group representatives (16)

- Armenian American Employee Group, Asian American Employee Organization, Black Employees' Association, Hispanic Employees' Association, MWD-Society of Women Engineers, Native American/Alaskan Native Employee Association, Persian American Employee Organization, and Women at Metropolitan

Council Activities and Efforts

- Implemented Zoom polling to assist with decision making
- DE&I Subcommittees – meeting with the goal to divide Council work into smaller focused pieces and develop recommendations for the Council’s consideration
 - Communications and Outreach
 - Recruitment
 - Recruitment Outreach
 - Training and Development
 - Promotions

Council Activities and Efforts

- Education Presentations
 - Training and Development
 - Promotions Process
 - Equal Employment Opportunity Office (EEO) Investigations
- Dedicated DE&I expert resource

DE&I Future Steps and Considerations

- Subcommittees – develop recommendations for Council
- Determine dedicated DE&I resource through Keen Independent Consulting

