



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

Organization, Personnel and Technology Committee  
Item 6a  
April 12, 2021

# Diversity, Equity and Inclusion Council

- Members:

- 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

- Bargaining Unit representatives (8)

- ACE, MAPA, SUPS, AFSCME Local 1902

- Field Representation

- Discussions to determine field representatives

# DE&I Organizational Chart



# Council Activities & Efforts

- Educational Presentations – posted on DE&I microsite
  - Recruitment Process
  - Recruitment Outreach
- DE&I Subcommittees
  - Communications & Outreach
  - Recruitment
  - Recruitment Outreach
  - Training & Development
- Unconscious Bias Training – 90 % completion rate

# Council Activities & Efforts

- January 2021 DE&I Brown Bag – Q & A posted to DE&I microsite
- DE&I Consultant – delay of culture survey

# DE&I Future Steps & Considerations

- Subcommittees – begin holding meetings and make recommendations
- Finalize DE&I Council governance – modify charter or consider bylaws
- Update DE&I Council Work Plan Timeline
- DE&I consultant
- Discuss dedicated DE&I position

