



Workforce and Organizational Development

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Drivers for Change

- Increased awareness of Diversity, Equity, and Inclusion around the nation
- Board direction
- Leadership initiative
- Staff collaboration
- Independent Assessment on Workplace Climate

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Metropolitan Water District of Southern California

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.

[MWD DE&I Statement of Commitment-link](#)

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Diversity, Equity, and Inclusion Initiative

Actions to educate and culturally shift Metropolitan

- Actions to educate and culturally shift Metropolitan
 - Established DE&I Office and created DE&I Officer position
 - Established DE&I Council to promote and enhance diversity, equity, and inclusion throughout the organization
 - **Bargaining Units and Employee Resource Groups**
 - Established Joint Labor-Management Advisory Committee make implementation recommendations to the GM
 - **Bargaining Units, Management, Ethics, and Legal,**

“Metropolitan has made great strides, but we can and should do more. Bringing together representatives of all of our Employee Resource Groups and unions offers us the extraordinary opportunity to drive change and break down barriers to realize the culture we all strive for.”

- Gloria D. Gray,
Metropolitan
Board Chairwoman

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Independent Review of Workplace Concerns

- Independent review conducted resulting in report with 47 recommendations, which were assigned for resolution

General Manager

- 19 Best Practice recommendations referred to GM for further consideration
- 5 Items to be referred to EEO Officer
- 2 DE&I Officer recommendations are referred to the GM/DE&I Council for consideration and implementation

Legal and Ethics or Legal and General Manager Departments

- 5 Items requiring analysis and policy changes referred to the Legal and Ethics Departments OR Legal and General Manager Departments

Joint Labor-Management Advisory Committee

- 9 Items requiring in-depth analysis and adaption of policies or procedures referred to Joint Labor-Management Advisory Committee for analysis and recommendation to the GM

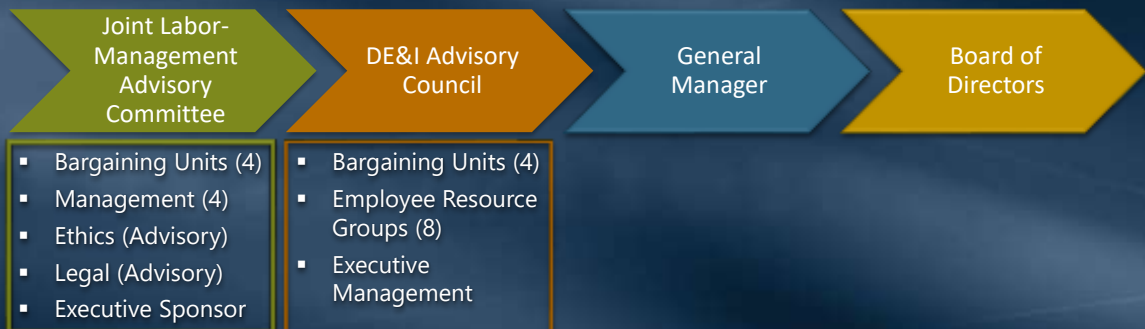
Board of Directors

- 7 Items that pertain to Board specific actions referred to the Board Chair for further action

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Creation of Joint Labor Committee

- General Manager established a Joint Labor-Management Advisory Committee to make implementation recommendations to the General Manager



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Looking Forward

- Focus on the cultural shift of the organization
 - Increase training, education, and outreach
 - Proactively prevent future issues
- Continued collaboration led by newly established DE&I Office
 - Board
 - Management
 - Bargaining Units
 - Employee Resource Groups
 - Communities we serve



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