

METROPOLITAN DE&I COUNCIL CHARTER

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.

COUNCIL OBJECTIVES

The DE&I Council's efforts will focus on the following objectives:

- Promote diversity, equity and inclusion in business policies and procedures to achieve Metropolitan's and the DE&I's overall Mission.
- Identify diversity, equity and inclusion barriers that impact recruitment, hiring, development, advancement and employee retention.
- Educate and share knowledge to build awareness, understanding and support for the business value of diversity, equity and inclusion in Metropolitan's workforce.
- Assist with diversity communication and updates related to DE&I initiatives and strategies to respective Employee Resource Groups and/or Employee Organizations, and to all Metropolitan employees.
- Act as an internal resource and guide to workforce regarding issues and concerns related to DE&I.
- Secure workforce feedback for continuous improvement and two-way employee communication and ensure follow up action planning. Report progress to key stakeholders as needed.

COMPOSITION

The Diversity, Equity, and Inclusion Council (DE&I) is comprised of the leadership from the employee resource groups (ERG'S) and employee bargaining units. Up to two representatives from each of the ERG's and Bargaining Units will participate as Council members.

Each group will self-nominate participating representatives.

FREQUENCY OF MEETINGS

The Council will hold regular Council meetings on a monthly basis. An agenda will be provided before the meeting to prepare for the meeting discussion.

Notes will be taken at each meeting to be distributed back to Council members for review and information to allow time to review and prepare for meeting discussions.

ATTENDANCE

Attendance and active participation are expected. Summary notes will be available for reference for Council members.

CHARTER AMENDMENTS

This charter may be amended upon review of the Council as necessary.