



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

**Date:** February 23, 2021  
**To:** Board of Directors  
**From:** Abel Salinas, Ethics Officer  
**Subject:** Update on Independent Review of EEO-Related Workplace Concerns

In December 2020, Metropolitan's Ethics Officer entered into a contract with the Shaw Law Group to conduct a Board-directed independent review of allegations of systemic discrimination, harassment, retaliation, and related concerns at Metropolitan.

At the February 23, 2021 Executive Committee meeting, the Shaw Law Group provided an interim report summarizing their progress to date and next steps.

In summary, the firm has completed the following:

- Conducted over 50 hours of interviews including members of the Diversity, Equity, and Inclusion Council, General Counsel and Human Resources staff, and two of the three employees who raised concerns about the District's handling of their internal EEO complaints (37 individuals interviewed to date).
- Reviewed numerous documents provided by employees regarding Metropolitan policies and practices, and prior investigations of EEO complaints.
- Issued a District-wide climate assessment survey to 1,854 employees to share their experiences working for Metropolitan. 1,398 employees completed the survey.

The firm's next steps include:

- Interviewing more than 125 employees who requested to speak with the firm.
- Interviewing approximately 45 management employees, both in the field and at Metropolitan headquarters, including additional Human Resources and General Counsel staff, Apprenticeship staff, and others.
- Analyzing survey results and reviewing additional documents.

The firm indicated that their goal is to complete the review and provide recommendations to the Board of Directors by April 30, 2021. However, they cautioned that the completion date depends on developments over the next several weeks.