



## **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.



# Metropolitan Water District Values

## **Teamwork/Collaboration**

We value teamwork as a core philosophy in all of our activities. Teamwork requires mutual respect and trust. It encourages participation and inclusion of all voices.

- Working collectively and proactively across business lines and functions to share knowledge and information in a spirit of cooperation
- Demonstrating support for one another

Through teamwork and collaboration, we will make better decisions and continue to innovate and perform as a premier water agency.

## **Innovation**

Innovation has always been a part of our DNA. We strive to explore new and greater possibilities to better meet the long-term needs of our employees and customers.

- We look for creative and innovative ways to develop people and build teams.
- We challenge our own ideas to gain new insights and discover solutions to business challenges.

## **Integrity/Trustworthiness**

We will conduct ourselves in an honest, fair, considerate and forthright manner to demonstrate professionalism and ethical business practices. We believe that operating ethically is core to the way we do business.

## **Stewardship**

We will be responsible for our actions and are accountable to the public and each other for providing service and value by demonstrating stewardship of:

- The public's health and safety
- The public's funds
- Our natural environment
- Our workforce
- Water resources



### **Community**

We understand that we work within a large water community and understand the public we serve. We recognize that we need to work with the public and engage with water communities to consider how our actions benefit and affect our communities, key stakeholders and partners.

### **Openness/Communication**

We value open, timely and transparent communication. We strive to inform, listen, empower, build trust, and create shared experiences that results in better decision making.

### **Leadership**

We value leaders at every level and foster the development of leadership skills that inspire and motivate others. We do this by:

- Being positive role models
- Setting clear goals, objectives and expectations
- Encouraging open, honest and timely feedback
- Developing, encouraging and rewarding leadership behaviors

### **Accountability /Transparency**

We accept responsibility for our actions and decisions. We understand that we serve the public. We share information to foster understanding, improve communication effectiveness and prevent silos.

### **Diversity, Equity & Inclusion**

We respect, embrace and value differences in all of its aspects. We believe that a culture of inclusion where everyone feels they belong and are enabled to perform at their best is key to the success of our workforce and the communities we serve. We support equity in the workplace and understand the need to align systems and metrics for all to gain unrestricted access to workplace opportunities and growth.