

ENERGY, CLIMATE CHANGE, ENVIRONMENTAL JUSTICE, AND RIVER COMMITTEE REPORT relative to systematic discrimination, abuse, and harassment against women at the Metropolitan Water District (MWD).

Recommendations for Council action as initiated by Motion (Martinez – O’Farrell):

1. INSTRUCT the Los Angeles Department of Water and Power (LADWP) and Chief Legislative Analyst (CLA) to report in 10 days on the City’s relationship with MWD with said report to include:
 - a. If the City or our ratepayers are paying the liabilities of MWD through the LADWP rates.
 - b. If the LADWP or the City was ever made aware of abuse at MWD and if so, why action was not taken to address it.
 - c. What policies the MWD has around harassment including if they have a transparent and impartial process for investigating allegations and if their policies are in line with those of the City of Los Angeles.
2. INSTRUCT the CLA, in consultation with the City Attorney, to report in regard to how the City and LADWP can sever its relationship with MWD if these allegations are not addressed.
3. INSTRUCT the LADWP to report in 45 days in regard to the status of this matter to include:
 - a. Steps taken to address the matters of employee harassment and retaliation.
4. RECEIVE and FILE the March 11, 2021 LADWP report relative to systematic discrimination, abuse, and harassment against women at the MWD.

Fiscal Impact Statement: Neither the City Administrative Officer nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On 3/18/21, your Committee considered a March 11, 2021 LADWP report in response to Motion (Martinez – O’Farrell) relative to systematic discrimination, abuse, and

harassment against women at the MWD. According to the LADWP, based on testimony provided at recent MWD Board of Directors meetings and interviews documented in the February 12, 2021, Los Angeles Times article (Times Article), MWD female and non-binary employees, accused MWD's top leadership of tolerating sexual harassment and abuse of women, particularly those in the trades and apprenticeship program. The Times Article documented a pattern of complaints alleging harassment and bullying of women who were enrolled in the apprentice program. The women and non-binary employees said they were consistently ignored or dismissed by MWD officials as they complained and pleaded for help. The LADWP further noted that its report presents information on the following:

- MWD employees' allegations of harassment, abuse and retaliation, and guns in 'the workplace.
- Los Angeles MWD Directors leading calls for an independent external investigation.
- Declaration by a union, representing 80 percent of MWD's employees, that it has no confidence in the internal MWD Equal Employment Opportunity (EEO) investigation process.
- In a parallel, but related process, there is a MWD General Manager recruitment process underway and Los Angeles MWD Directors are leading the calls for a fair, inclusive, and transparent selection process.
- The City of Los Angeles has adopted a zero-tolerance policy for sexual harassment. Our responses have been prepared referencing publicly available information and documents, including the Times Article, public testimony at the recent MWD Board meetings, and MWD archives.

A full discussion of the LADWP's responses are included in its report and is attached to the Council file. After consideration and having provided an opportunity for public comment, the Committee moved to make a series of recommendations as detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Energy, Climate Change, Environmental Justice, and River

O'Farrell:	Yes
Ridley-Thomas:	Yes
Koretz:	Yes
De Leon:	Yes
Krekorian:	Yes

-NOT OFFICIAL UNTIL COUNCIL ACTS-