

**MWDOC Board Workshop  
October 5, 2022**

**Gloria D. Gray  
Chairwoman of the Board**

**Statement of Interest in third term as Metropolitan Chair**

- **In 2020, I had the privilege of this board's support to continue as chair of the board for a second term.**
- **I endeavored once again to lead this agency through the many challenges facing our industry, with a promise to strengthen our ethic of collaboration, respect, and inclusion.**
- **2020 was a year of unparalleled challenges—a global pandemic, which we are still managing and trying to find ways to recover from, and a national wave of civil unrest sparked by the murder of George Floyd.**
- **2020 also provided an opportunity to look internally and work intently to address allegations related to equal employment opportunity concerns, while also managing contentious intra-agency disputes.**
- **All the while addressing unwavering challenge after challenge to our water supply due to extreme drought and climate change impacts**
- **I am proud of the work we did to stand up to each of these challenges, but I think we can agree that any one of these issues alone requires a great deal of thoughtful and intentional leadership to successfully address, but combined, is a proportional undertaking for any agency and for me, personally, proved to be a significant test to my leadership.**
- **As such, my second term as Chair required that I focus on what was immediately ahead of me, which was necessary. However, it also prevented me from pursuing several priorities I was eager to initiate and see to fruition as Chair. As with most initiatives I lead and support, simply surviving and seeing through these commitments is not enough. We must strive for excellence.**
- **So, in this spirit , I am seeking support from the Metropolitan Board of Directors for a waiver of the admin code so that I may have the opportunity to run for a third and final term as Chair. A third term as Chair will allow us to**

- **Maintain leadership continuity. This continuity is essential in ensuring the stability needed to continue the work underway to address unprecedented drought conditions that require us to think and act boldly and decisively each and every day. And to ensure that we can continue to fulfil our mission to provide a safe and reliable water supply now and, in the years, to come.**
- **We have accomplished great feats during my current term, but there are so many more unknown and unpredictable challenges that lie ahead – many of which would benefit from established relationships and leadership continuity from the Board Chair and General Manager.**
- **And the opportunity to continue fostering a culture of equity, diversity and inclusion at Metropolitan and the communities we serve so that no community is left behind. I am eager to see through the continued efforts to ensure that Metropolitan is a world-class employer, committed to ensuring fairness and equal opportunity.**
- **We have created the Diversity, Equity, and Inclusion Council whose efforts have spearheaded positive change, as well as a committee at the Board level, committed to advancing DE&I. However, these initiatives are only in their infancy. As the first African American Chairwoman in Metropolitan’s 90-year history, and only the second woman chairperson, I feel a great responsibility and personal commitment to seeing this work through and that is only possible by serving another term.**
- **Thank you for your time consideration and generosity of time.**