



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Office of Diversity, Equity, and Inclusion

- **Diversity, Equity, and Inclusion Activities for March 2026**

Summary

This report provides a summary of the Office of Diversity, Equity, and Inclusion group activities for March 2026

Purpose

Informational

Attachments

Attachment 1 – Office of Diversity, Equity, and Inclusion group activities for March 2026

Office of Diversity, Equity, and Inclusion

In March 2026, Metropolitan advanced its Diversity, Equity, and Inclusion priorities by deepening engagement with industry partners, business organizations, and regional workforce stakeholders. To engage in outreach to new potential business partners and promote opportunities with Metropolitan, staff participated in key events hosted by the National Association of Women in Construction and the National Association of Women Business Owners Los Angeles (NAWBO-LA). These efforts supported Women in Construction Week and Women's History Month while creating meaningful connections with women professionals, business owners, and industry leaders. Metropolitan also participated in the Construction Management Association of America Owners' Night, a premier networking event that brought together public- and private-sector leaders to discuss upcoming projects and contracting opportunities, further elevating Metropolitan's presence within the construction and contracting community.

Workforce development activities continued to expand awareness of water industry careers among students, job seekers, and emerging professionals. Staff engaged K–12 students at the Colorado River Indian Tribes Education Dr. Seuss Birthday Bash, offering early exposure to careers in water. Additional outreach included participation in the GRID Alternatives' Job Fair and Build Green Job Fair (GRID Alternatives seeks to build community-powered solutions through renewable energy), the Los Angeles Valley College Education Workforce Development Summit, the Bullhead Chamber Job Fair, and the Veteran Job and Resource Fair, where staff highlighted Metropolitan's career pathways and current employment opportunities.

Targeted engagement through workshops and information sessions at the Needles Education Center and Blythe Community College provided students and community members with support in resume development, interview preparation, and exploration of water-sector career options. Metropolitan also contributed to workforce readiness by participating in the Water Replenishment District's Water Industries Career Workshop, where staff conducted mock interviews to help candidates prepare for entry-level opportunities in the field.

Staff attended an open house by the National Organization on Disability, which focused on the value of outreach, recruitment, and retention of individuals with disabilities. Lastly, staff presented at the Urban Water Institute's Spring Conference, sharing information about the power of generational insight in water conservation efforts and supporting a workplace culture that best serves the four generations currently in the workplace.

Collectively, these initiatives underscore Metropolitan's ongoing commitment to strengthening community partnerships, engaging in outreach to connect with diverse businesses, and cultivating a skilled, inclusive workforce that will meet the region's long-term water industry needs.