

The Metropolitan Water District of Southern California

Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

CWC Committee

T. McCoy, Chair
G. Cordero, Vice Chair
B. Dennstedt
S. Faessel
L. Fong-Sakai
G. Gray, Emeritus
J. McMillan
T. Phan
M. Ramos
K. Seckel

Community and Workplace Culture Committee - Final

Meeting with Board of Directors *

May 11, 2026

2:30 p.m.

Monday, May 11, 2026 Meeting Schedule

09:00 a.m. EOT
11:30 a.m. LEG
01:00 p.m. BREAK
01:30 p.m. AUDIT
02:30 p.m. CWC
03:30 p.m. OWA
05:30 p.m. SP BOD

Written public comments received by 3:00 p.m. the business day before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here: <https://mwdh2o.legistar.com/Legislation.aspx>.

Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda teleconference and in-person. To provide public comment by teleconference dial 1-833-548-0276 and enter meeting ID: 876 9484 9772 or to join by computer [click here](#).

Disclaimer: Written and oral public comments are received in compliance with the Ralph M. Brown Act. Please note that Metropolitan does not endorse or ensure the accuracy or reliability of the information provided as public comment or by third parties.

MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012

Teleconference Locations:

3008 W. 82nd Place • Inglewood, CA 90305

Santa Ana City Hall • 20 Civic Center Plaza, 8th Floor • Santa Ana, CA 92701

* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

1. **Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

**** CONSENT CALENDAR ****

2. **COMMITTEE ACTION (ONLY)**

- A. Approval of the Minutes of the Community and Workplace Culture Committee of February 10, 2026 [21-5737](#)

3. **COMMITTEE ITEMS (FOR BOARD CONSIDERATION)**

NONE

**** END OF CONSENT CALENDAR ****

4. **COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)**

NONE

5. **COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)**

- 9-2 Equal Employment Opportunity Quarterly Statistical Report [21-5788](#)
Attachments: [05122026 CWC 9-2 B-L](#)

6. **COMMITTEE ITEMS (INFORMATIONAL)**

- a. Quarterly Workforce Development Update [21-5739](#)
Attachments: [05112026 CWC 6a C-L](#)
- b. Quarterly Business Outreach Update [21-5740](#)
Attachments: [05112026 CWC 6b C-L](#)

7. **MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Diversity, Equity, and Inclusion activities [21-5738](#)
Equal Employment Opportunities activities
Attachments: [05112026 CWC 7a Diversity, Equity, and Inclusion activities](#)

8. **FOLLOW-UP ITEMS**

NONE

9. FUTURE AGENDA ITEMS

10. ADJOURNMENT

NOTE: This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.



Community and Workplace Culture Committee

5/12/2026 Subcommittee Meeting

9-2

Subject

Equal Employment Opportunity Quarterly Statistical Report

Executive Summary

Inform the Board of quarterly statistics regarding Equal Employment Opportunity (EEO) complaints for January through March 2026. The next quarterly update is scheduled for August 2026.

Details and Background

To ensure the transparency, efficiency and accountability of its EEO program, the EEO Office regularly provides the Board of Directors with relevant statistical data on a quarterly basis.

This presentation includes statistical information for the months of January through March 2026. Complaint statistics include complaints by outcome (inquiry, informal resolution, investigation or referred) and a statistical comparison with the prior quarter and the same quarter in the prior year. Additionally, the presentation provides a breakdown of the highest bases of complaints reported to the EEO Office this quarter (e.g., race, disability, sex/gender), the number of complaints that were opened and closed, and the EEO Office’s case closure rate (average time to investigate cases).



Jonaura Wisdom
Chief EEO Officer

4/23/2026
Date



Shivaji Deshmukh
General Manager

4/23/2026
Date



Community and Workplace Culture Committee

5/11/2026 Committee Meeting

6a

Subject

Quarterly Workforce Development Update

Executive Summary

This quarterly update provides information on Workforce Development initiatives and projects. The next quarterly update is scheduled for August 2026.

Details and Background

This quarterly report provides an overview of collaborative workforce development efforts with member agencies for the last quarter.

This overview will provide information on a regional branding campaign on workforce development developed in collaboration with the Member Agency Workforce Development Working Group and information on the upcoming Second Annual Workforce Development Summit, scheduled for June 24, 2026.

Lily Thomas
Diversity, Equity & Inclusion Officer

4/23/2026
Date

Shivaji Deshmukh
General Manager

4/23/2026
Date



Community and Workplace Culture Committee

5/11/2026 Committee Meeting

6b

Subject

Quarterly Business Outreach Update

Executive Summary

This quarterly update provides information on Business Outreach and Community Engagement initiatives and projects. The next quarterly update is scheduled for August 2026.

Details and Background

Staff will give an overview of the business certifications that Metropolitan recognizes and high-level details on the support available to the certified vendors.

Accepted certifications include:

- MWD Self-Certified Small Business – Metropolitan’s certification officer conducts a thorough review of the vendor’s submission to ensure it complies with the Small Business Administration small business guidelines and thresholds.
- State of CA-Department of General Services – Metropolitan signed a Memorandum of Understanding with the State of California in 2005 to become a reciprocity partner, which allows us to accept all four of their certifications.
 - Micro Business (MB) – Gross Receipts under \$6 million for MB and less than 25 employees.
 - Small Business (SB) – Gross Receipts under \$18 million for SB and less than 100 employees.
 - Public Works Small Business (PW/SB) – In 2019, the State created a new threshold for services related to public works contractors and consultants, \$43 million and less than 200 employees.
 - Disable Veteran Business Enterprise (DVBE) – 51 percent or greater ownership by a U.S. military veteran (LLC = 100 percent). Veteran’s Services disability must be rated at least 10 percent.
- Service Disabled Veteran Owned Small Business (SDVOSB) – Certification based on federal agency guidelines.

Benefits received include access to vendor development program resources, including local workshops on how to leverage the certifications, as well as support in ensuring vendors remain in good standing.



Lij M. Thomas
Diversity, Equity & Inclusion Officer

4/23/2026

Date



Shivaji Deshmukh
General Manager

4/23/2026

Date



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Office of Diversity, Equity, and Inclusion Group

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

Summary

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

Purpose

Informational

Attachments

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

Office of Diversity, Equity, and Inclusion

In April 2026, DEI staff engaged in a broad range of outreach for workforce development, small and disabled-veteran-owned business engagement, and other activities to support Metropolitan's mission and increase awareness of career and business opportunities at Metropolitan and in the water industry.

GM Strategic Priority #1: EMPOWER the Workforce and Promote Diversity, Equity, and Inclusion

Staff engaged with community members at multiple local career fairs, including the Goodwill Spring Career Fair, the LA Construction Job Fair at East Los Angeles Community College, Simi Valley Mega Job Fair hosted by the City of Simi Valley and Simi Valley Chamber, Spring into a Job Hiring Spree hosted by the Los Angeles County Office of Education, and the MWD Career Awareness Event at Los Angeles Valley College. These engagements increased awareness of career pathways in water, particularly in the skilled trades, and promoted employment opportunities at Metropolitan facilities, including the Jensen Treatment Plant.

Staff also participated in internal initiatives, professional development opportunities, including the ERG Leaders Connect meeting, ACE Joint Classification Study Session, and the Educate2Lead in-person meeting, supporting employee engagement, leadership development, and organizational alignment.

GM Strategic Priority #3: ADAPT to Changing Climate and Water Resources

Staff participated in the Eastern Municipal Water District (EMWD) Desalination Complex Tour, hosted by the Association of Women in Water, Energy and the Environment and Women in Public Finance, gaining exposure to innovative water infrastructure and desalination practices that support long-term water supply reliability and climate resilience.

GM Strategic Priority #5: PARTNER with Interested Parties and the Communities We Serve

Staff participated in major regional conferences and supplier outreach events, including the B3 2026: Connections, Insights, Opportunity conference hosted by the Southern California Minority Supplier Development Council, the SAME-LA 2nd Annual Industry Day, the 5th Annual Supplier Outreach Event hosted by X Business Networks, and the Caltrans Procurement and Resource Fair. These efforts connected public agencies, private sector partners, and small businesses, supporting procurement opportunities and strengthening relationships with a wide variety of suppliers.

Partnerships with tribal and regional organizations were further strengthened through continued engagement with the Colorado River Indian Tribes (CRIT), including participation in CRIT Water Rights Day and the CRIT Education Network Meeting, both focused on community connection and workforce development collaboration.

AGM and CFO Katano Kasaine and staff attended the Greater Los Angeles African American Chamber of Commerce 32nd Annual Economic Awards Dinner, supporting relationship-building with community and business leaders.