

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.

EI&A Committee

T. McCoy, Chair
G. Cordero, Vice Chair
D. De Jesus
B. Dennstedt
L. Dick
A. Fellow
L. Fong-Sakai
J. Garza
G. Gray
M. Luna
N. Sutley

Equity, Inclusion, and Affordability Committee

Meeting with Board of Directors *

May 14, 2024

10:30 a.m.

Agendas, live streaming, meeting schedules, and other board materials are available here: <https://mwdh2o.legistar.com/Calendar.aspx>. If you have technical difficulties with the live streaming page, a listen-only phone line is available at 1-877-853-5257; enter meeting ID: 873 4767 0235. Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 876 9484 9772 or click <https://us06web.zoom.us/j/87694849772?pwd=V3dGZGRYUjJ3allqdUxXTIJRM044Zz09>

**Tuesday, May 14, 2024
Meeting Schedule**

**08:30 a.m. FAM
10:30 a.m. EIA
12:00 p.m. Break
12:30 p.m. EOP
02:30 p.m. BOD**

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

Teleconference Locations:

525 Via La Selva • Redondo Beach, CA 90277

3008 W. 82nd Place • Inglewood, CA 90305

Cedars Sinai Medical Center • 8700 Beverly Blvd • Los Angeles, CA 90048

Conference Room • 1545 Victory Blvd. 2nd Floor • Glendale, CA 91201

* 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 ITEMS -- ACTION ****

- 2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for April 23, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions) [21-3326](#)

Attachments: [05142024 EIA 2A \(04232024\) Minutes](#)

3. CONSENT CALENDAR ITEMS - ACTION

NONE

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

4. OTHER BOARD ITEMS - ACTION

NONE

5. BOARD INFORMATION ITEMS

NONE

6. COMMITTEE ITEMS

- a. Update on Workforce Analytics [21-3341](#)

Attachments: [05142024 EIA 6a Presentation](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Diversity, Equity, and Inclusion activities [21-3327](#)

Attachments: [05142024 EIA 7a DEI Activities Report](#)

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.

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

EQUITY, INCLUSION, AND AFFORDABILITY COMMITTEE

April 23, 2024

Chair McCoy called the meeting to order at 11:31 a.m.

Members present: Directors De Jesus, Dennstedt, Dick, Fellow, Fong-Sakai, Garza, Gray (teleconference location posted), McCoy and Sutley (entered after rollcall).

Members absent: Directors Cordero and Luna.

Other Members present: Directors Abdo, Ackerman, Armstrong, Camacho, Erdman, Goldberg, Kurtz, Lefevre (teleconference location posted), McMillan, Miller (teleconference location posted), Morris, Ortega, Petersen, Peterson, and Smith.

Committee Staff present: Hagekhalil, Kasaine, Redin, Ros, and Thomas.

1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE’S JURISDICTION

None

CONSENT CALENDAR ITEMS — ACTION

2. CONSENT CALENDAR OTHER ITEMS – ACTION

- A. Subject: Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for February 12, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

3. CONSENT CALENDAR ITEMS – ACTION

None

Director Dennstedt made a motion, seconded by Director Garza, to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors De Jesus, Dennstedt, Dick, Fellow, Fong-Sakai, Garza, Gray, and McCoy.

Noes: None

Abstentions: None

Absent: Directors Cordero, Luna, and Sutley.

The motion for item 2A passed by a vote of 8 ayes, 0 noes, 0 abstain, and 3 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

Director Sutley entered the meeting.

6. COMMITTEE ITEMS

a. Subject: Report on Water Affordability Panels and Recommended Actions

Presented By: Adrian Hightower, Special Projects Manager

Ms. Crosson introduced the item and Mr. Hightower provided the committee with a summary of observations from the EIA affordability panels, proposed near-term actions for calendar year 2024, and proposed mid-term actions for calendar year 2025 and beyond.

The following Directors provided comments or asked questions:

1. Dick
2. Fong-Sakai
3. De Jesus
4. Dennstedt
5. Ortega

6. Morris
7. Garza
8. Abdo
9. Fellow
10. Smith
11. Peterson
12. Sutley
13. Armstrong
14. Kurtz

Staff responded to the Directors' comments and questions.

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Subject: Diversity, Equity, and Inclusion activities

Ms. Thomas highlighted the Office of Diversity, Equity, and Inclusion activities for March 2024.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

The meeting adjourned at 12:50 p.m.

Tana McCoy
Chair



Equity, Inclusion, and Affordability Committee

Update on Workforce Analytics

Item 6a
May 14, 2024

Item # 6a

Update on Workforce Analytics

Subject

Transparency on overall workforce analytics, specifically as it relates to gender and ethnic diversity for workforce as a whole and in hiring and promotions trends

Purpose

Informational update



DEI DIVERSITY
EQUITY &
INCLUSION

Building A Water Industry Future
That Leaves No One Behind

Metropolitan Workforce Snapshot

EEO-4 Report Job Categories

- **Officials & Administrators** - Management – Executive Group, Section, Unit, Team, etc.
- **Professionals** - Engineers, Admin Analysts, Accountants, HR Analysts, etc.
- **Technicians** - Engineering Techs, Water Quality Techs, Designers, etc.
- **Protective Service** – Security Specialists
- **Paraprofessionals** – Accounting Techs, Admin Assistants, HR Assistants, etc.
- **Administrative Support** – Lab Assistants, Mailroom Assistants, Office Assistants, etc.
- **Skilled Craft Workers** – O&M Techs, Pump Plant Specialists, Water Treatment Operators, etc.
- **Service Maintenance** – Commercial Truck Drivers, Pre-Apprentices, O&M Assistants, etc.

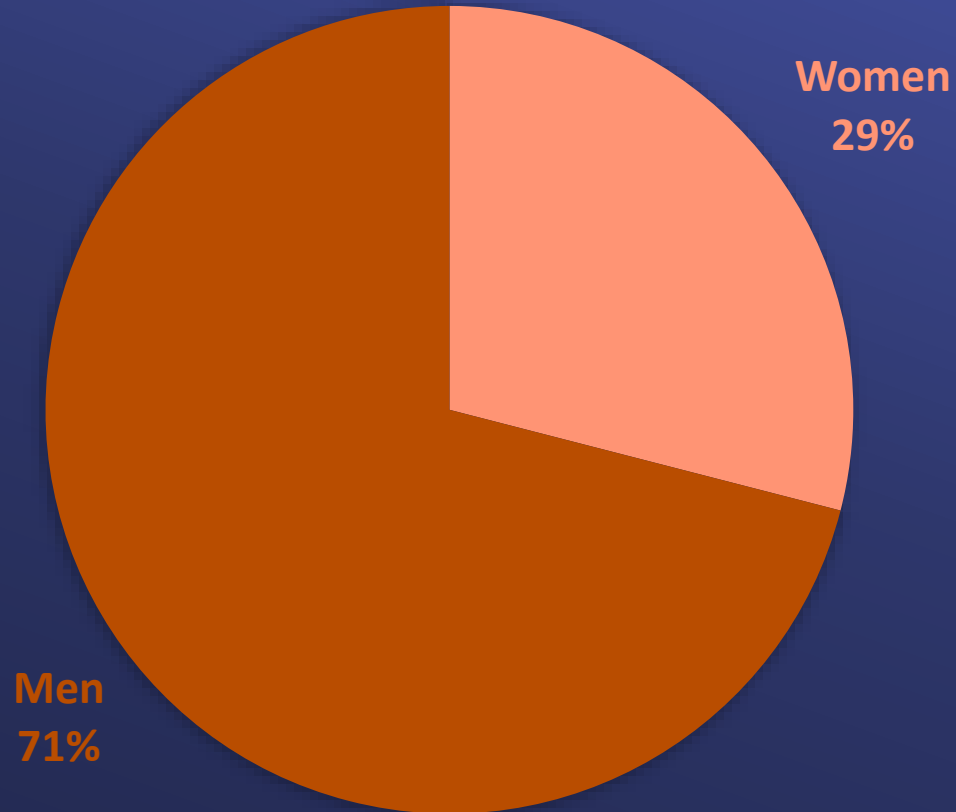
Metropolitan Workforce Snapshot

This section is a general overview of Metropolitan's workforce as of June 30, 2023, unless otherwise noted.

Metropolitan Workforce Snapshot

Metropolitan's
workforce by gender:

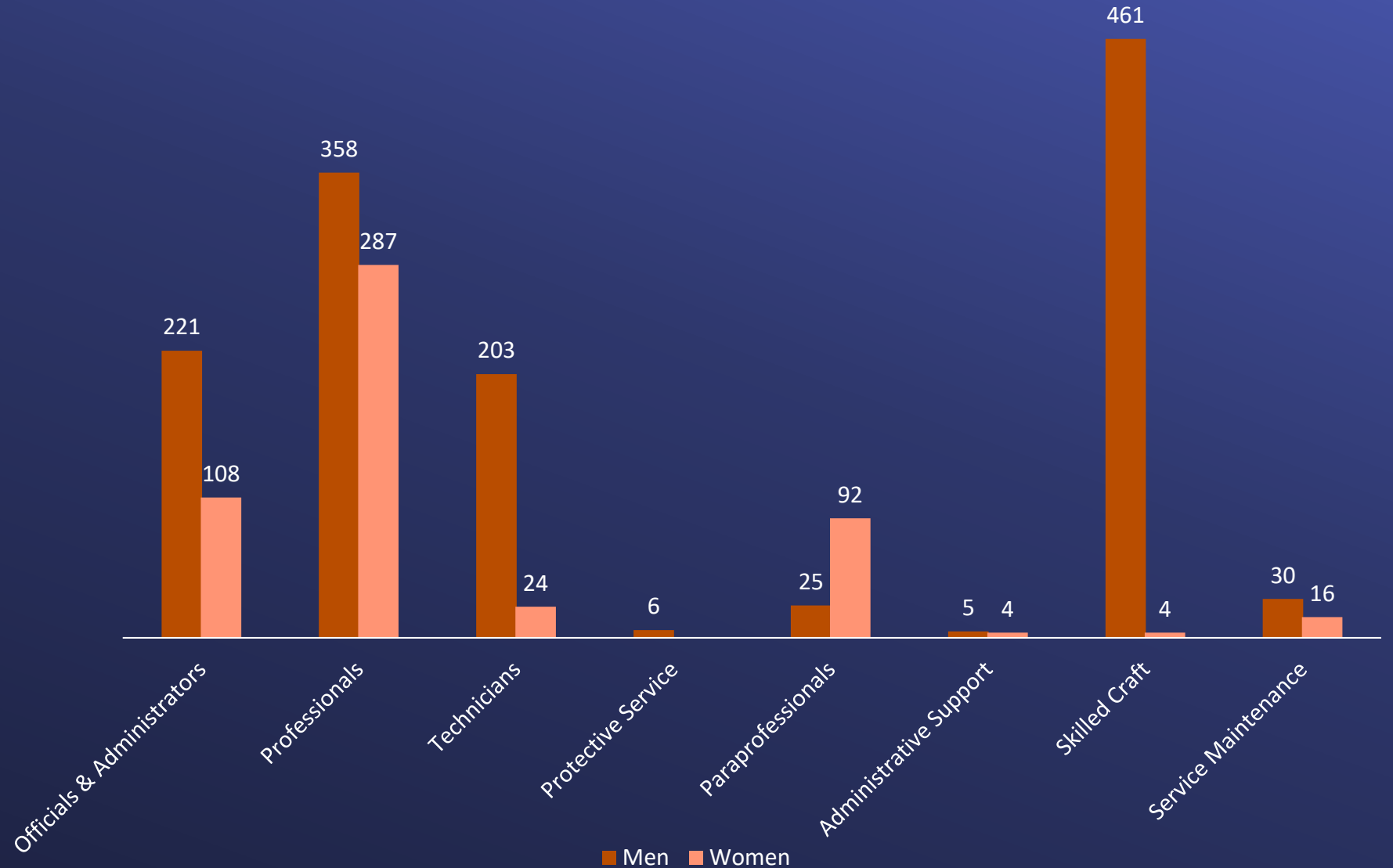
Men – 1309 (71%)
Women – 535 (29%)



Metropolitan Workforce Snapshot

Metropolitan's
distribution of men and
women by EEO category.

Positions by EEO Code - Men and Women

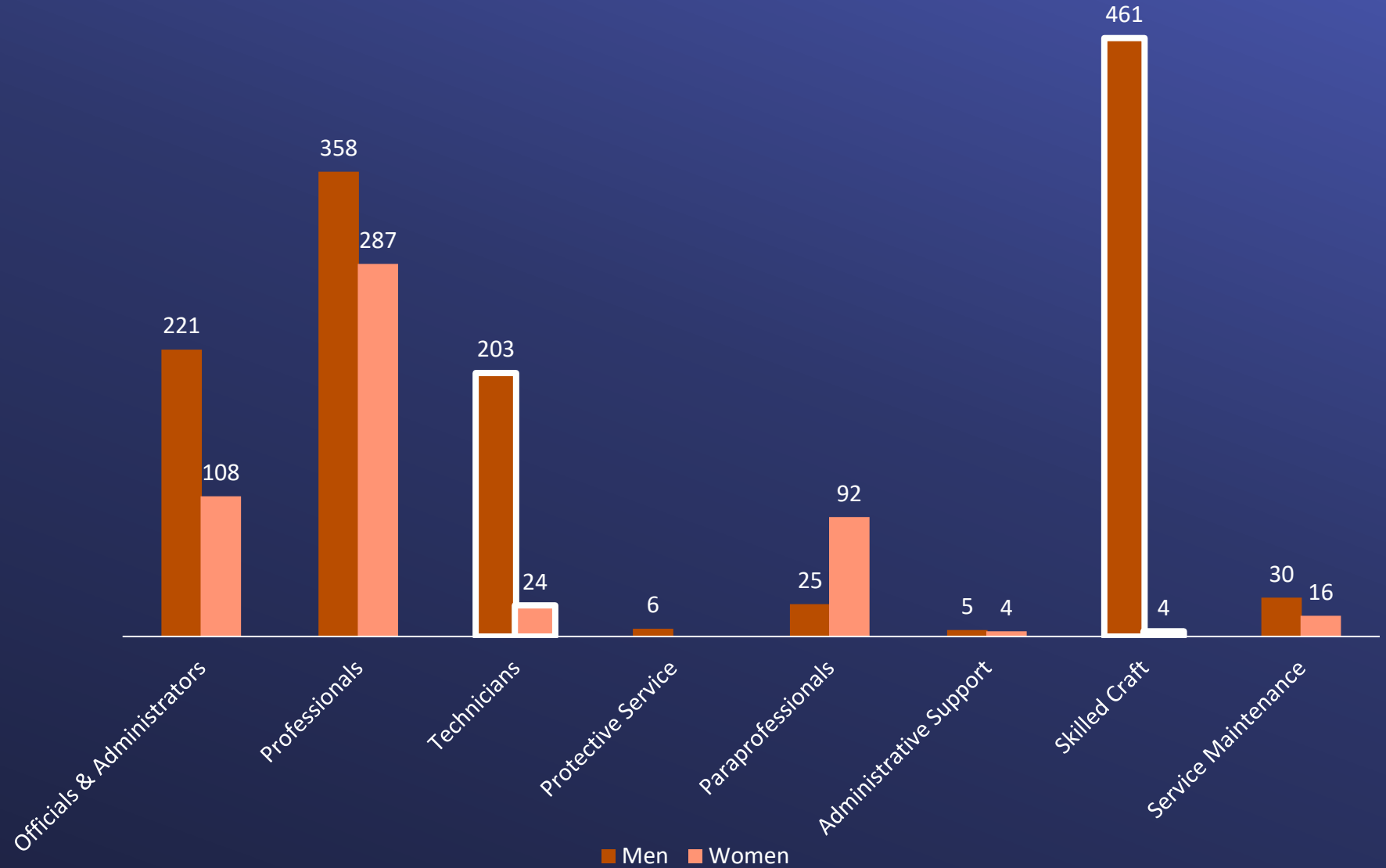


Metropolitan Workforce Snapshot

Highlights:

1. Men occupied almost the entirety of the Skilled Craft classifications. One item to note is the O&M Tech/Supervisor job family (66% of Skilled Craft) was comprised of 305 men and one woman.
2. In addition, the last cohort of graduates for the Apprenticeship program were all men.
3. Men occupied most of the Technicians classifications (Engineering Techs, Water Quality Techs, Designers, etc.)

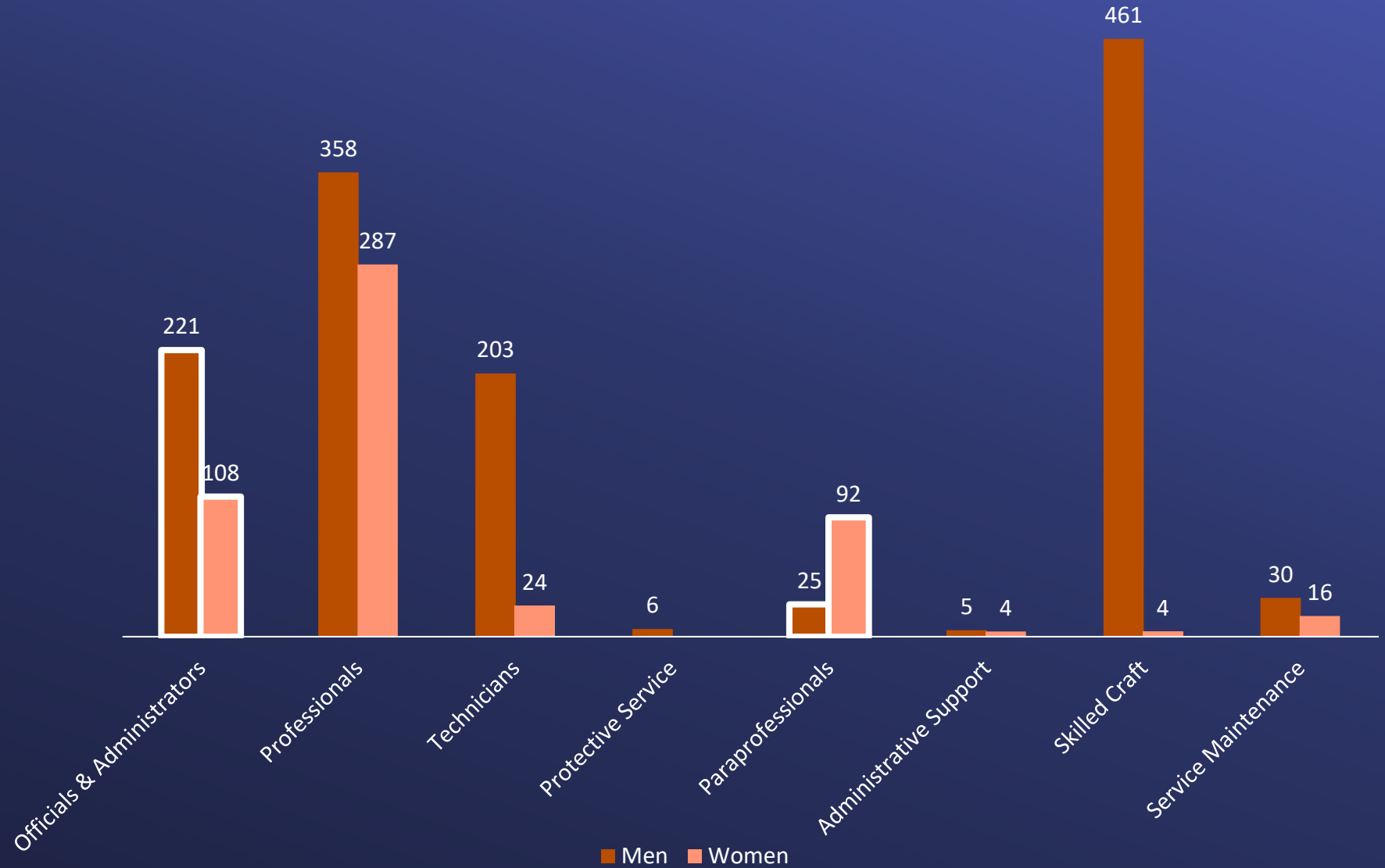
Positions by EEO Code - Men and Women



Metropolitan Workforce Snapshot

- Officials & Administrators is the EEO category that is comprised of management positions. While women made up 29% of Metropolitan’s workforce, they represented 33% of management.
- Women occupied most of the Paraprofessionals classifications (Accounting Techs, Admin Assistants, HR Assistants, Storekeepers, etc.)

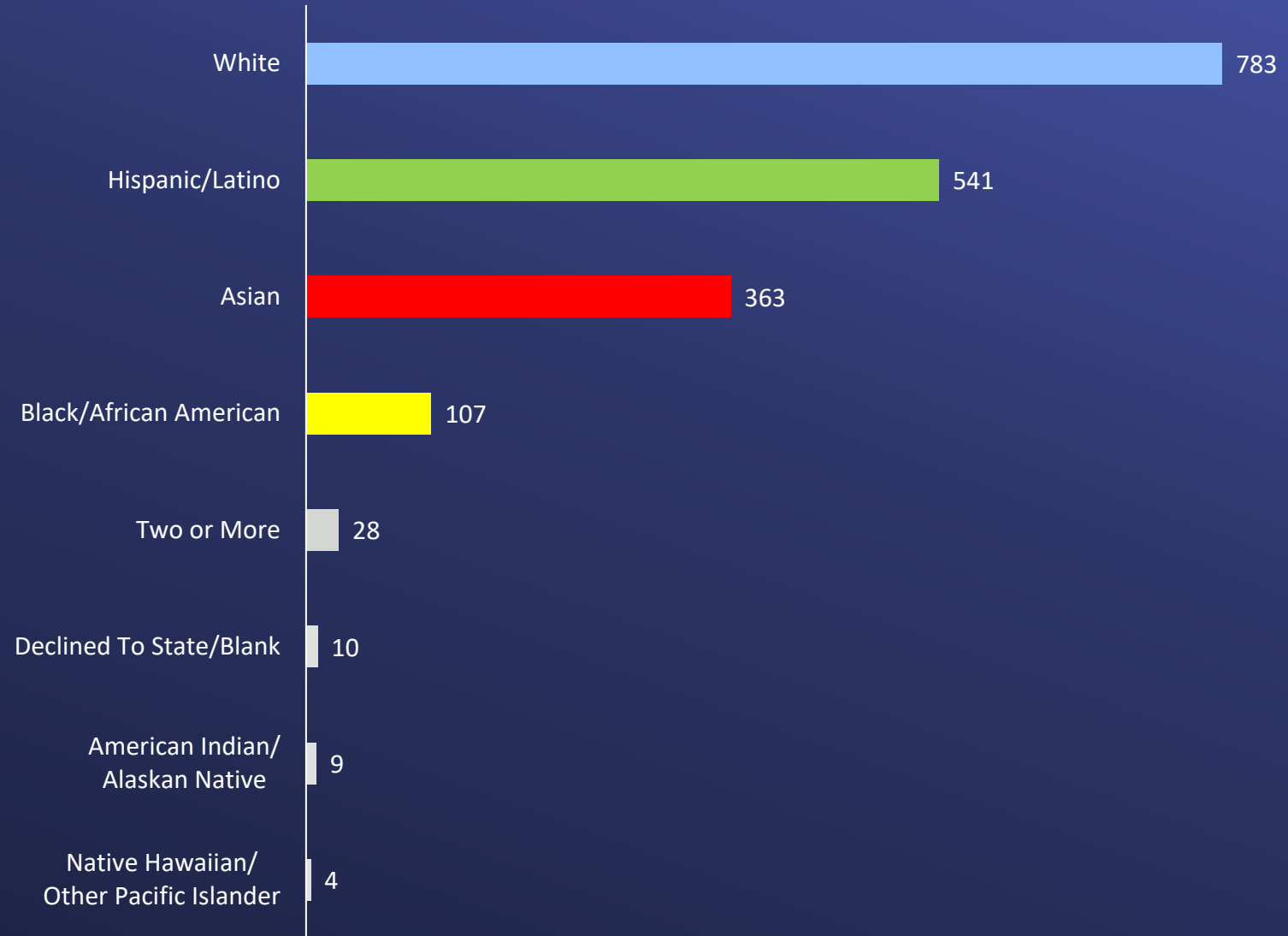
Positions by EEO Code - Men and Women



Metropolitan Workforce Snapshot

White, Hispanic/Latino, Asian, and Black/African American are the four largest race/ethnic groups, collectively making up over 97% of the district workforce. This chart shows the number of employees for each race/ethnic group.

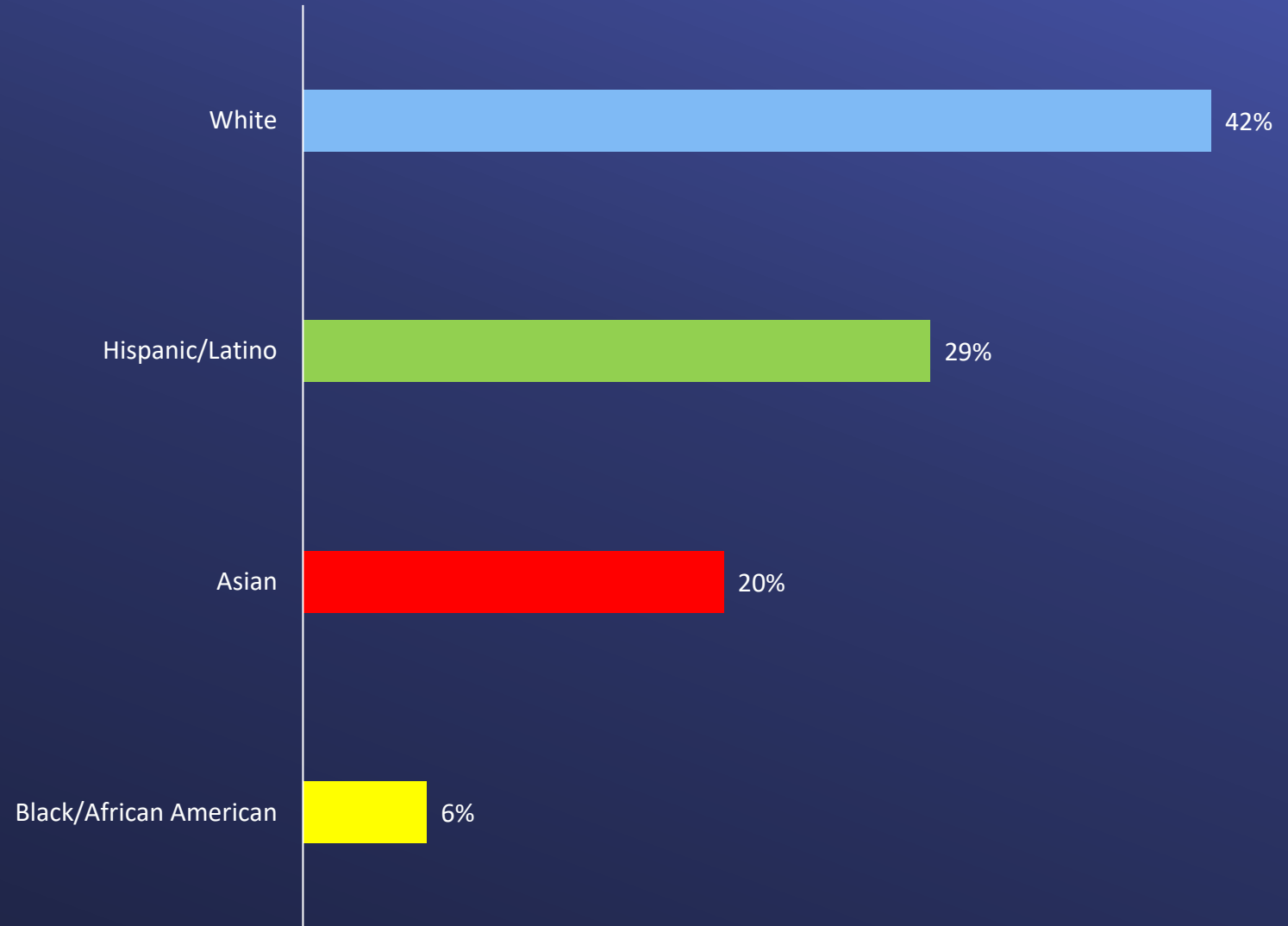
Number of Employees by Race/Ethnicity



Metropolitan Workforce Snapshot

Here we focus on the four largest groups, each shown as a percentage of Metropolitan's workforce.

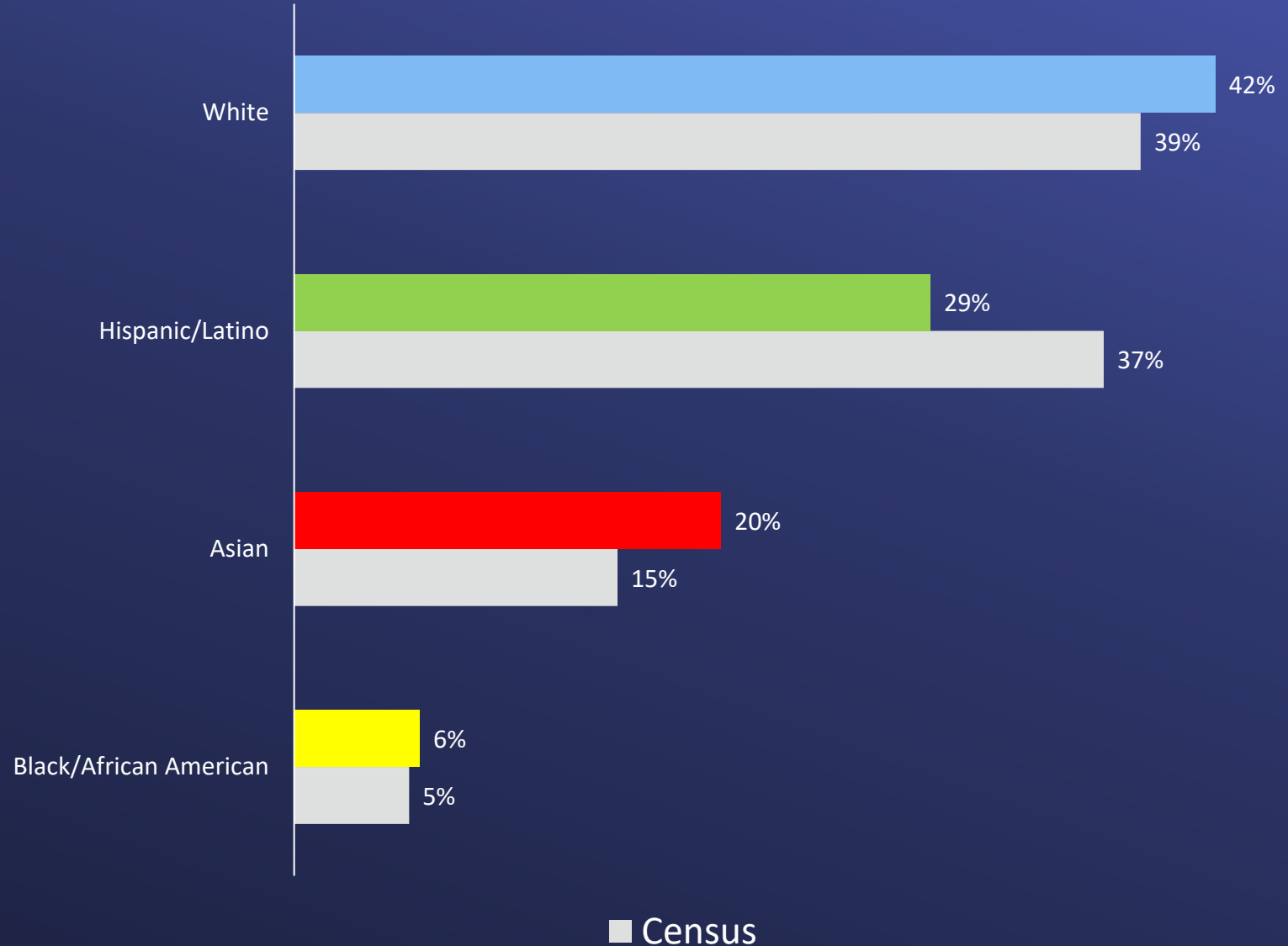
Percentage of Employees by Race/Ethnicity



Metropolitan Workforce Snapshot

Here we compare the Metropolitan's percentages to the US Census American Community Survey (2014-2018) for California's civilian labor force. This is the latest version of this community survey.

Percentage of Employees by Race/Ethnicity



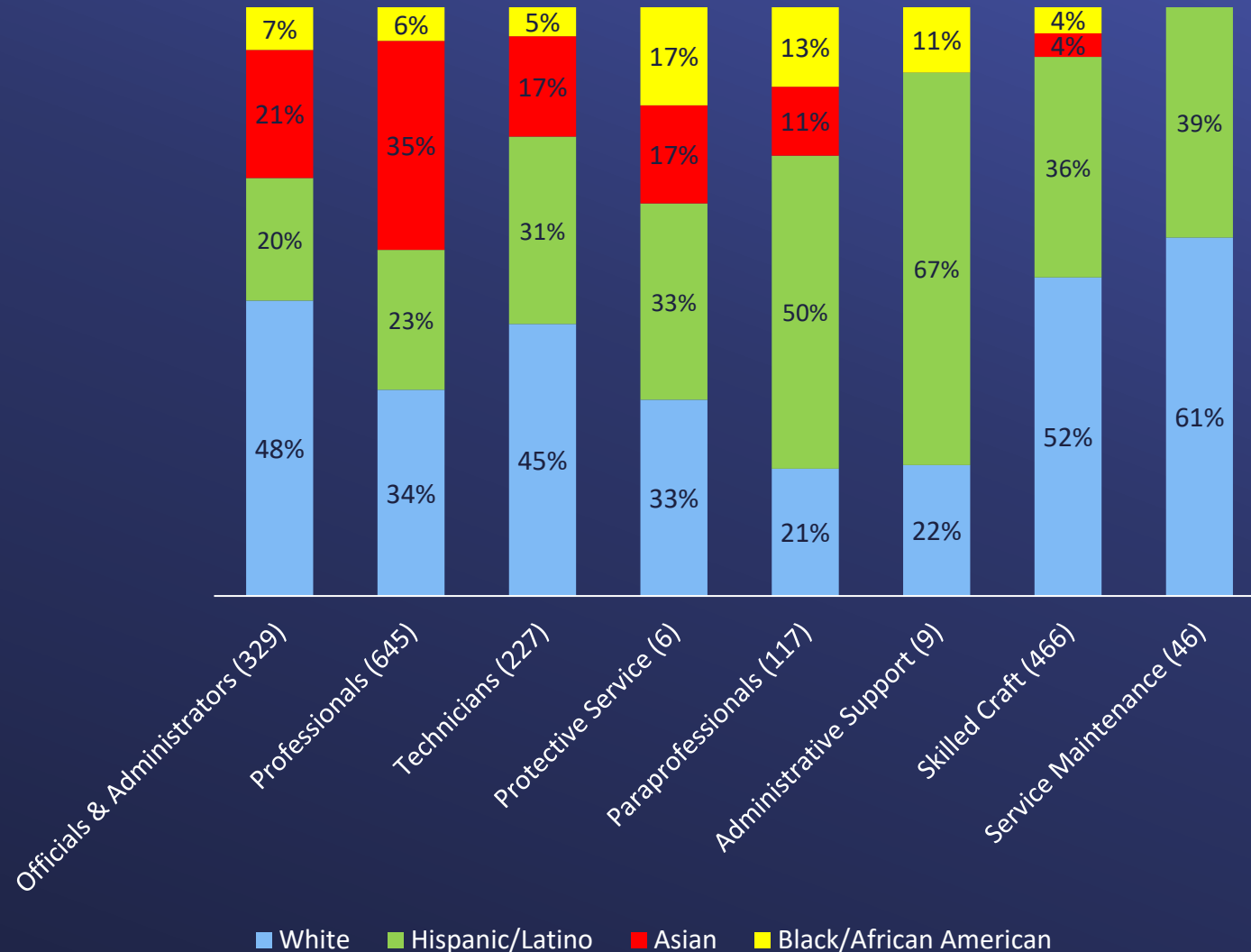
Metropolitan Workforce Snapshot

Here we see the compositions of each EEO category for the four major race/ethnic groups.

As noted previously, below are the percentages for Metropolitan's overall workforce:

- White – 42%
- Hispanic/Latino – 29%
- Asian – 20%
- Black/African American – 6%

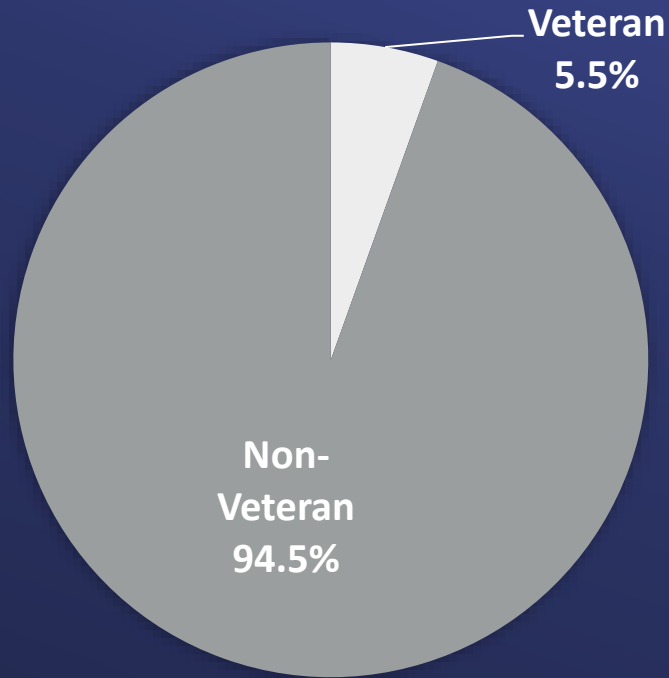
Race/Ethnicity Representation by EEO Category



Metropolitan Workforce Snapshot

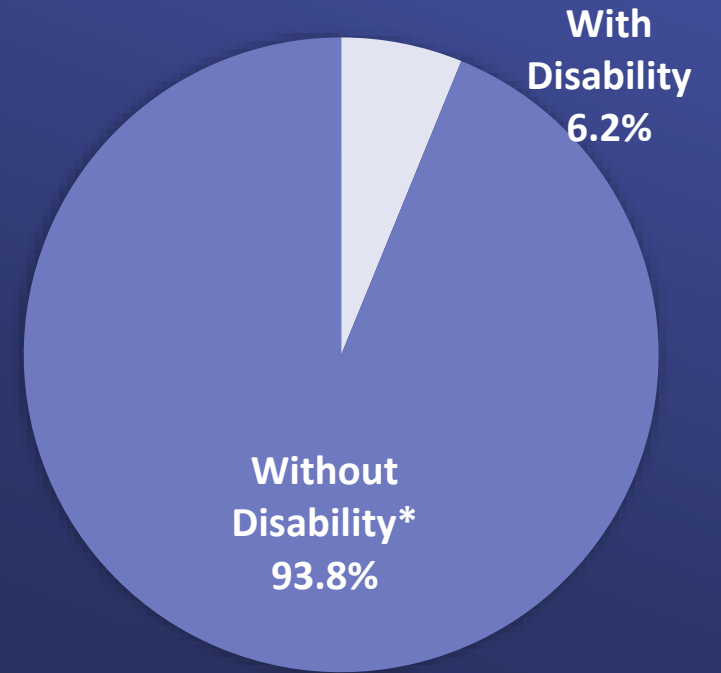
- Military veterans – 102 (5.5% of workforce)
- Employees with disabilities – 114 (6.2% of workforce)

Military/Veteran Employees
(102)



5.2% hiring benchmark established by the OFCCP

Employees with Disabilities
(114)



7% aspirational goal established by the OFCCP

*includes those who did not respond to survey and those who chose not to disclose.

New Hires

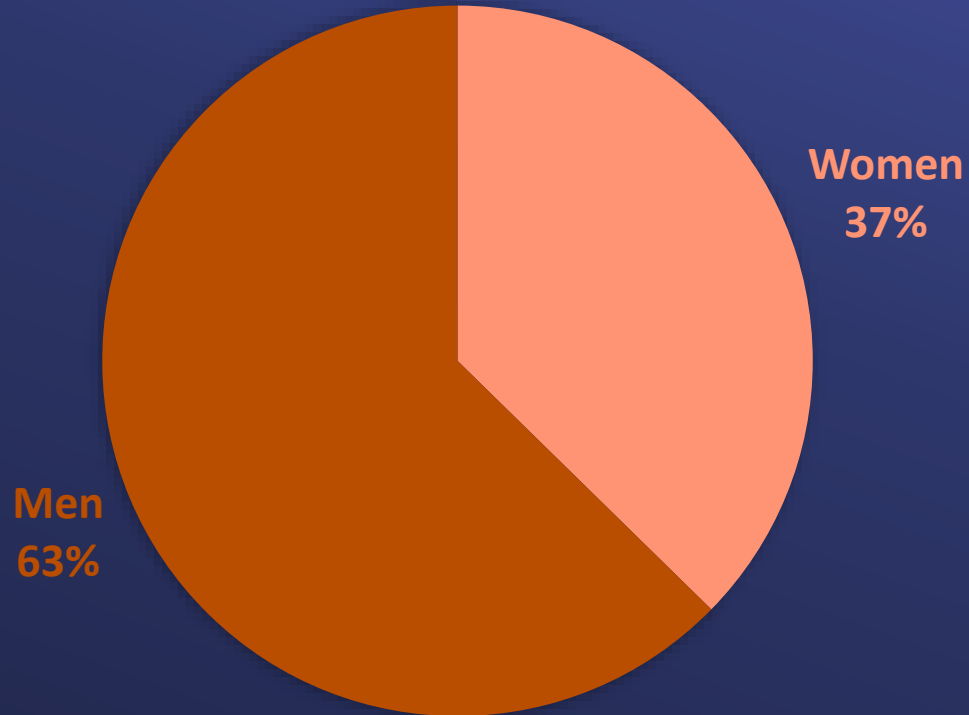
This section is a general overview of new hires who joined Metropolitan during fiscal year 2022/2023.

New Hires

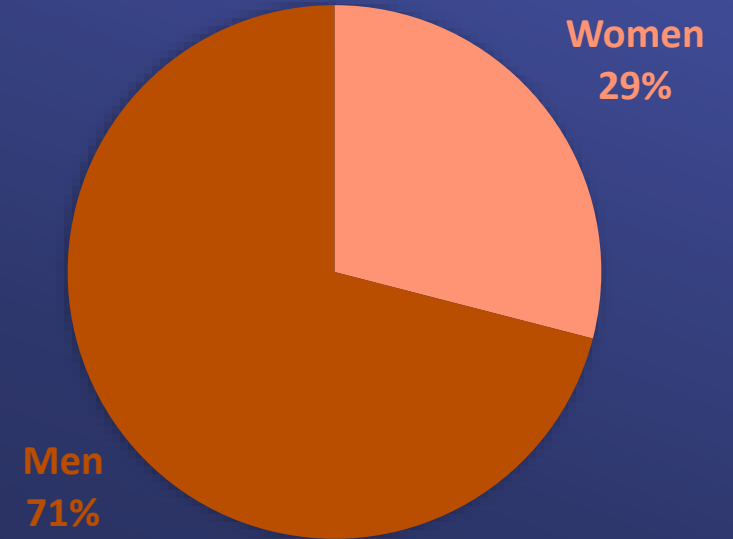
Metropolitan hired 151 employees throughout FY 22/23. Of those, 94 were men, 56 were women, and one did not report a gender. Men and women made up 63% and 37% of new hires, respectively.

As shown previously, women made up 29% of Metropolitan's overall workforce as of June 30, 2023.

New Hires

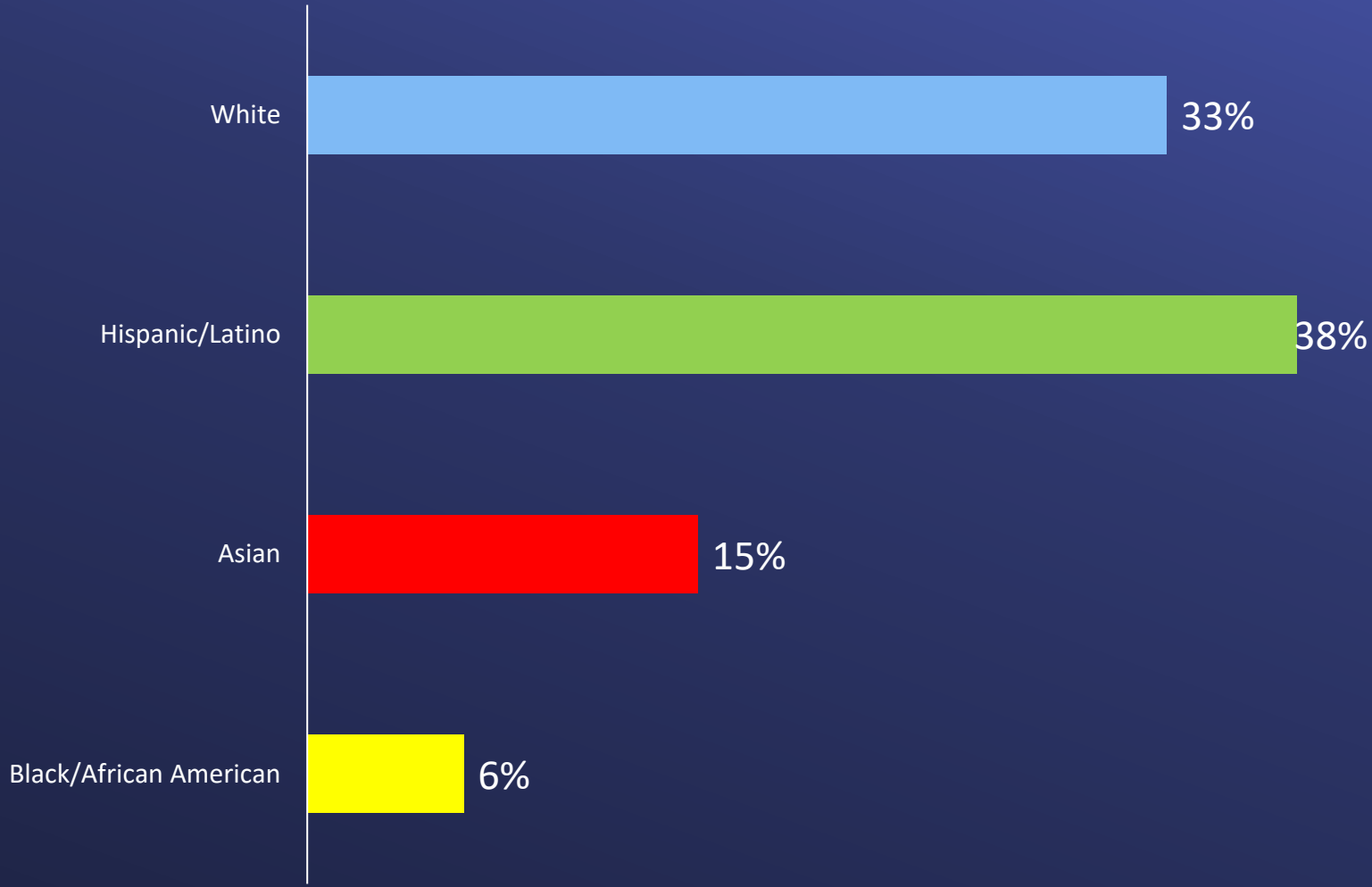


Overall



New Hires

Percentage of New Hires – By Race/Ethnicity



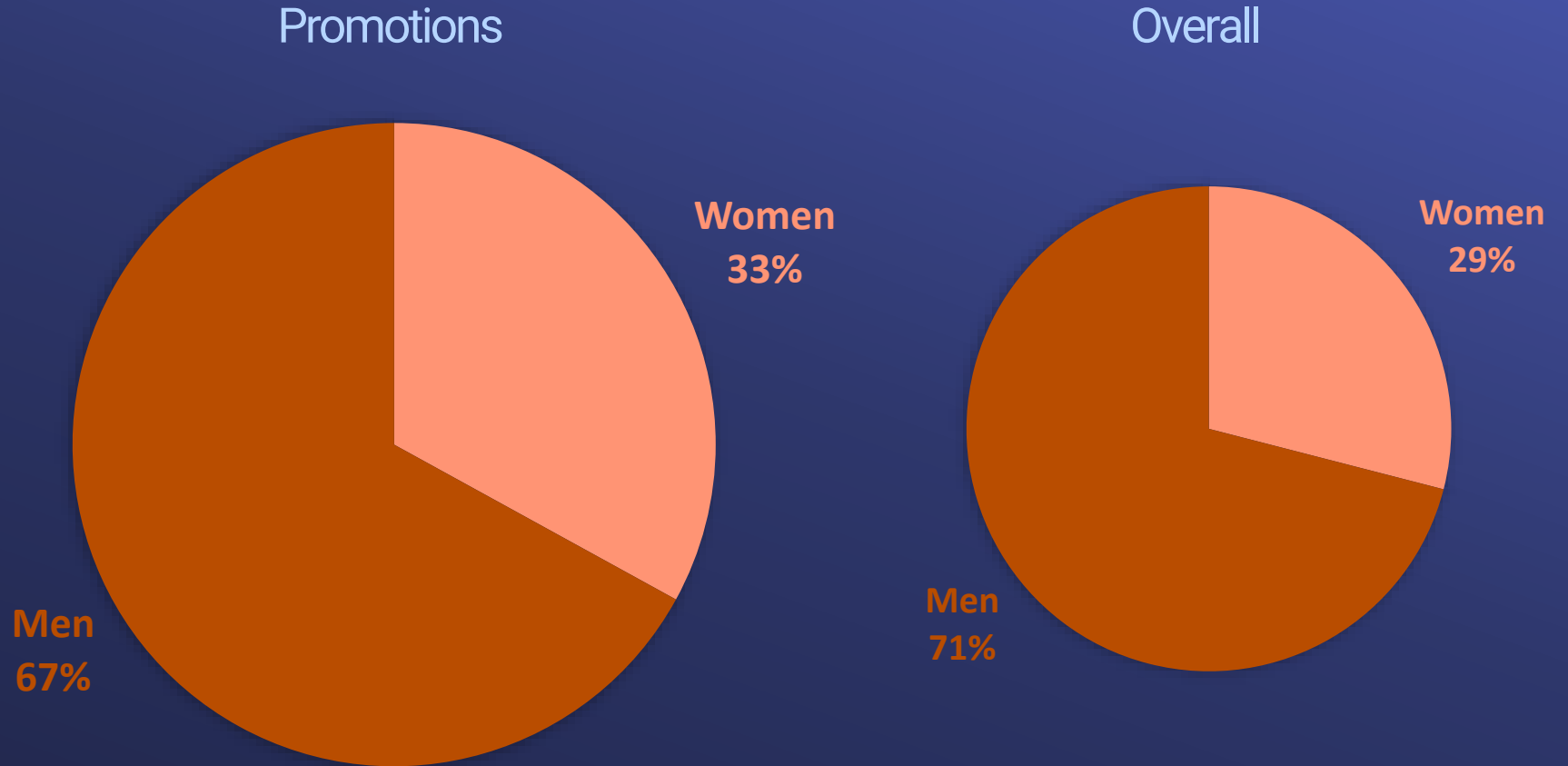
Promotions

This section is a general overview of promotions during fiscal year 2022/2023.

Promotions

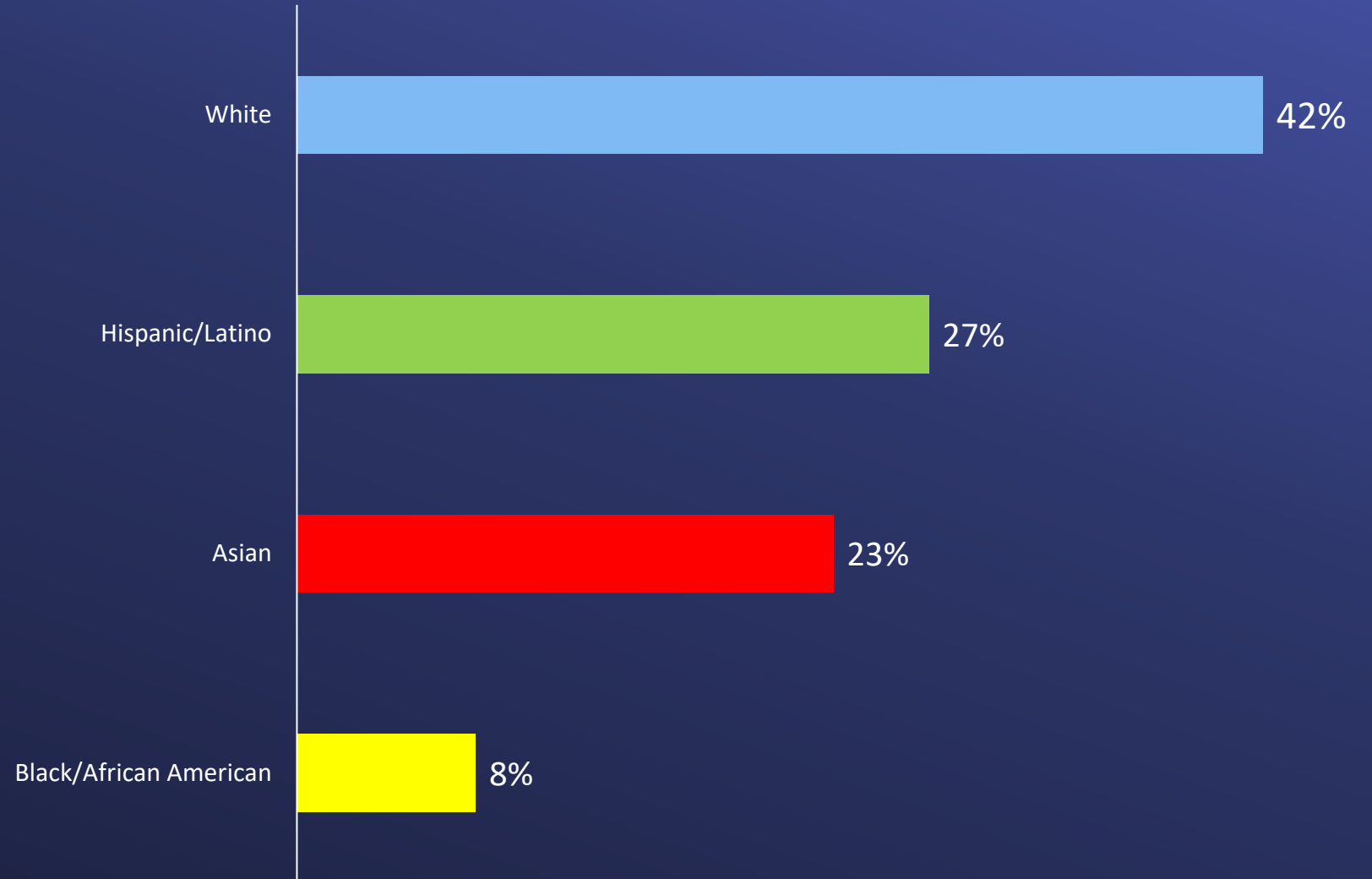
Metropolitan promoted 197 employees throughout FY 22/23. Of those, 132 were men, and 65 were women.

Women made up 33% of all promotions, while representing 29% of Metropolitan's overall workforce.



Promotions

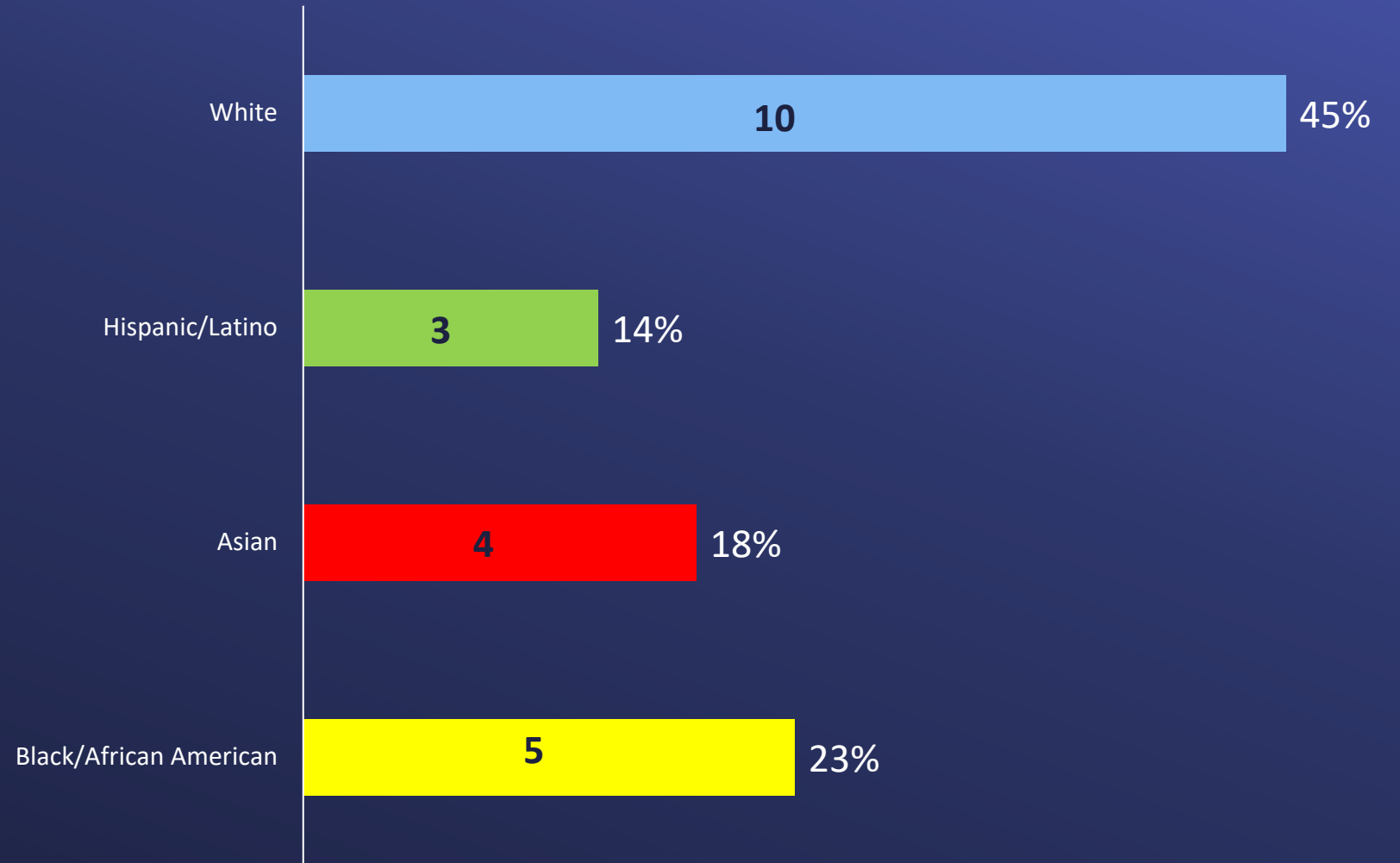
Percentage of Promotions – By Race/Ethnicity



Promotions

Promotions to **management positions (22 total)** by race/ethnicity,

Percentage of Promotions (Management) – By Race/Ethnicity



Key Takeaways/ Next Steps

- In response to the State Audit and as part of our DEI strategic plan, we committed to taking a **more proactive, data informed approach** so that we could identify areas of opportunity before they become areas of concern. This is a first step in creating a baseline and we will continue to evolve our analytics/data-informed approach
- Continued partnership between **EEO, DEI & HR**
- Continued focus on **increasing pipeline** of qualified, diverse talent into Met, informed by our areas of greatest opportunity
- Holistic focus not only on workforce pipeline development but also on **building a culture in alignment with our values** where employees are seen, respected and valued and ensuring a water future that leaves no one behind





THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Office of Diversity, Equity, and Inclusion

- **Diversity, Equity, and Inclusion Activities for April 2024**

Summary

This report provides a summary of the Office of Diversity, Equity, and Inclusion group activities for April 2024.

Purpose

Informational

Attachments

Attachment 1 – Office of Diversity, Equity, and Inclusion group activities for April 2024.

Office of Diversity, Equity and Inclusion

Business Outreach & Community Engagement

On April 3, 2024, West Basin Municipal Water District hosted the “How to Work with Water Agencies” webinar. Metropolitan, along with the Los Angeles Department of Water & Power and Water Replenishment District, U.S. Small Business Administration, Department of Economic Opportunity – County of Los Angeles, and APEX Accelerator Office of Small Business, shared tips on successful bidding for goods and services.

On April 10, 2024, Metropolitan attended the United Contractors (UCON) Public Works Summit 2024.

On April 12, 2024, Metropolitan staff attended the San Diego & Imperial Valley SBDC Network and APEX Accelerators in San Diego, CA. Over 100 Small Businesses attended the event.

On April 17, 2024, Metropolitan staff, in partnership with Emerald Cities Collaborative and Small Business Development Center, hosted the Contractor Academy 2024 Orientation webinar.

On April 17 – 18, 2024, Metropolitan staff attended the 2nd Annual U.S. Department of Energy and Minority Business Development Agency (MBDA) 2024 Minority Business Enterprises Connect Summit at the Energy SoCal Gas Energy Resources Center in Downey, CA. The MBDA event connected California Minority Business Enterprises to more than \$400 billion in federal contract and grant opportunities. More than 35 exhibitors, 300 contractors, and over 1,200 Diverse Business Owners representing multiple sectors attended each day. The event includes opening remarks by U.S. Department of Energy Secretary Jennifer Granholm.



On April 19, 2024, Metropolitan staff attended the Greater Los Angeles African American Chamber of Commerce Awards Gala Annual Economic Award Dinner in Los Angeles, CA. Metropolitan was the recipient of the “Utility of the Year Award”.



On April 20, 2024, Metropolitan staff attended the National Association of Minority Contractors Southern California (NAMCSC) 3rd Annual Women’s Tea. This event is an opportunity to support and empower young women pursuing careers in architecture, engineering, and construction (AEC). This year’s theme is “Paving the Way for Women in AEC” to reflect the commitment to recognizing the outstanding achievements of women who made significant strides in shaping the landscape of the industry.

On April 23, 2024, Metropolitan staff attended the Inland Empire APEX Accelerator Matchmaking Event in Riverside CA. The Vendor Outreach Matchmaking Event is an opportunity for small businesses from Riverside and San Bernardino counties were able to meet business to business to discuss potential partnerships, subcontracting opportunities, joint ventures, and mentor protégé.

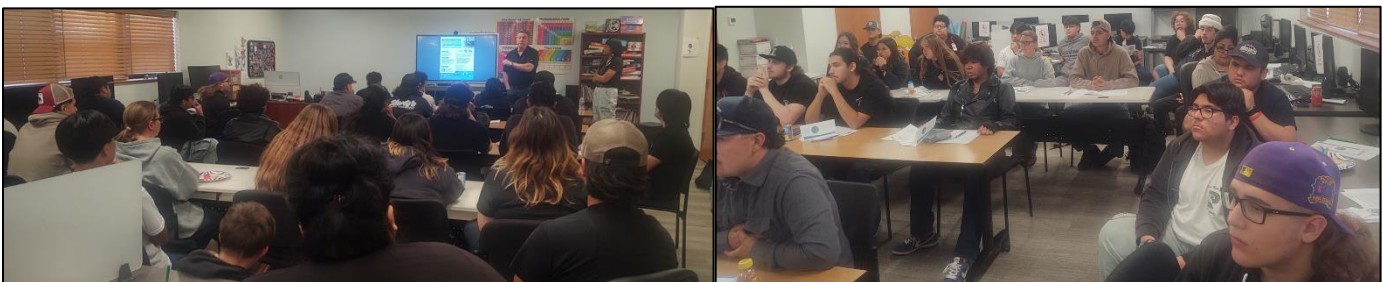


On April 29, Business Outreach staff attend the City of Los Angeles Mayor’s Small Business Conference at the LA Memorial Coliseum.

On April 30th, Metropolitan staff attended the Hispanic Coalition of Small Businesses Spheres of Sustainability Summit Empower, Electrify, Equalize: Lighting the Path to Sustainable Communities – Flowing Forward with H2O. The Spheres of Sustainability Summit delves into the three key spheres of sustainability: environmental, social, and economic. The event includes industry experts on how these spheres intersect and impact daily lives and small businesses to create a greener future.

Workforce Development

On March 28th, DEI staff brought an exciting opportunity to students of the Colorado River Indian Tribes in Parker, Arizona. They presented an overview of Metropolitan's Apprenticeship program and joined CRIT resource office in providing resume advice and interviewing insight. Speakers included representatives from the CRIT Career Development Office, Tribal Employment Rights, HR, and Employment Development and Training.



Metropolitan has partnered with IE Works to help prepare potential apprentices for the program's qualifying test and tests within the water industry. Together, they've created a unique online series of tutorial classes – the first of its kind. These tutorials are completely free and accessible to anyone interested, thanks to grant funding for underserved communities.

FREE PREP COURSE

ELECTRICAL & MECHANICAL APPRENTICESHIP ENTRANCE EXAM PREP COURSE

DATE AND TIME

ORIENTATION: MARCH 21, 2024, 6 PM
MARCH 26 – MAY 2, 2024, ONLINE
TUESDAY AND THURSDAY, 6 PM – 8 PM
WEEKEND GROUP TUTORING

LOCATION

INTERACTIVE ZOOM SESSIONS WILL BE UTILIZED FOR LIVE INSTRUCTION ON SELECTED TOPICS, WHILE OTHERS WILL BE ADDRESSED THROUGH TAKE-HOME LEARNING MODULES, ENSURING A WELL-ROUNDED PREPARATION FOR EXAM READINESS.

LIVE MODULES WILL BE RECORDED AND ACCESSIBLE TO PARTICIPANTS OUTSIDE OF CLASS HOURS TO ACCOMMODATE SCHEDULES

APPLICATION

To apply, please scan the QR code or visit this link:
LINKTR.EE/MWDEXAMPREP

THIS COMPREHENSIVE COURSE IS DESIGNED TO HELP PREPARE YOU FOR MWD APPRENTICESHIP WRITTEN ENTRANCE EXAM AND FOR OTHER MECHANICAL AND ELECTRICAL APPRENTICESHIP PROGRAMS.

Women, Youth (18-24), Veterans, Immigrants, Housing Insecure, Person with disabilities and formerly incarcerated are encouraged to apply. Eligible participants will be required to show proof of eligibility.

Mathematics
Mechanical Reasoning
Essential Industry Knowledge
Interpersonal skills
Mechanical Ability
English Language Skills, and Understanding
Written and Oral Information.

Contact information
Interested? Apply today!
Questions? Contact Aaliyah Martin amartin@jvs.org or call 415-244-3624.

THE PROGRAM IS SUPPORTED BY JEWISH VOCATIONAL SERVICES (JVS) THROUGH THE CALIFORNIA WORKFORCE DEVELOPMENT BOARD HIGH ROAD TRAINING PARTNERSHIP WIDA 3.0 GRANT PROGRAM PROVIDED BY THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) WITH FUNDING TOTALING \$ 936,957 AS PART OF A DOE AWARD TOTALING \$844,897.

Looking ahead, a social media campaign is in the works. This collaborative effort between Metropolitan's External Affairs team and the Apprenticeship program aims to raise awareness and generate interest. The campaign is expected to launch in June.

Tribal Outreach & Engagement

April 22-23 DEI staff in partnership with External Affairs and Engineering hosted the California Indian Manpower Consortium (CIMC) Colorado River Aqueduct inspection tour. CIMC is a powerhouse of advocacy and empowerment for California's Native American communities when it comes to employment and training of Native people. Representing the diverse needs of 50 sovereign tribes, the organization serves as a vital bridge between tribal nations and the broader Californian landscape. CIMC participated in an insightful inspection tour of the Metropolitan Water District (MWD) facilities and the Colorado River Aqueduct. By interacting with MWD personnel during the visit of MWD facilities and the CRA, the group learned about diverse career paths within the water industry, including MWD's apprenticeship program. This exposure ignited a spark,

highlighting potential opportunities for tribal members in water management, engineering, operations and related fields. This is the first time Met has hosted an all Native American participant tour.

