



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Office of Diversity, Equity, and Inclusion

- **DEI Activities Report**

Summary

This report provides a summary of the Office of Diversity, Equity, and Inclusion group activities for August 2025

Purpose

Informational

Attachments

Attachment 1 – Office of Diversity, Equity, and Inclusion group activities for August 2025

Office of Diversity, Equity, and Inclusion

Metropolitan has significantly expanded its visibility and impact across public, industry, and educational sectors through a wide range of workforce outreach and development initiatives. These efforts reflect the organization's commitment to inclusion, supplier diversity, and the development of a resilient and future-ready workforce.

Staff engaged with government officials, water leaders, industry executives, and civic stakeholders at the Southern California Water Conference, convened by the Building Industry Association of Southern California. This event provided an important platform to exchange resilience-focused best practices and highlight the importance of inclusion in water policy and infrastructure.

At the 21st Annual Procurement & Resource Fair, hosted by Caltrans District 11 and the San Diego Public Agency Consortium, staff connected with small businesses and procurement leaders, modeling transparent engagement standards, and strengthening relationships across diverse stakeholder groups. Similarly, participation in the California Hispanic Chamber of Commerce's 46th Annual Procurement Matchmaking Convention reinforced Metropolitan's commitment to inclusion by ensuring minority-owned enterprises were actively engaged in procurement ecosystems, amplifying diverse voices, and broadening economic access.

Outreach efforts also extended to events hosted by the Asian Business Association (Los Angeles and Orange County) and the Construction Management Association of America, where Metropolitan connected with public agencies, prime contractors, minority-owned firms, and supplier diversity leaders. These gatherings demonstrated Metropolitan's leadership in collaborative planning, transparency, and mutual respect.

Furthering its regional presence, Metropolitan participated in the Associated General Contractors of California (AGC of California) Small Business Construction Expo (SBCX), which drew nearly 1,000 small contractors, specialty trades, and agencies statewide. That same day, Metropolitan served as the featured speaker at the U.S. Small Business Administration's monthly webinar, showcasing thought leadership and reinforcing its commitment to small business communities. To close the month, representatives attended the Southern California Minority Supplier Development Council Supplier of the Year Awards, aligning with regional efforts to celebrate and uplift minority-owned business excellence.

Alongside these industry engagements, Metropolitan advanced workforce development initiatives by participating in career fairs and community employment events. Metropolitan attended the West Los Angeles College, Building Resilient Futures: Career Fair, where staff delivered presentations on water-sector careers, underscoring the need for a skilled workforce to meet future challenges. Additional participation took place in the Foothill Workforce Development Board's Career and Resource Fair in Pasadena and the United American Indian Involvement Inc. (UAI) Job Fair in Los Angeles, provided opportunities to connect with job seekers, including collaboration with the Colorado River Indian Tribes to obtain support for their members through UAI. Metropolitan also engaged with job seekers at the City of Carson Job Fair, reinforcing its role in supporting urban communities through access to meaningful career opportunities in the water sector.