



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Office of Diversity, Equity, and Inclusion

- **DEI Activities Report**

### Summary

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

### Purpose

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Informational

### Attachments

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

# Office of Diversity, Equity, and Inclusion

## **Business Outreach Activities**

In September 2025, Metropolitan advanced its business outreach and supplier diversity initiatives through several key events. On September 18, staff supported the Small Business Diversity Network's PROCON 2025, a national conference focused on expanding opportunities for underserved small businesses, including minority, women, veteran, LGBT, and disabled-owned enterprises. The event featured highlights such as procurement opportunities, matchmaking and networking sessions, and workshops on navigating procurement processes for government and corporate contracts. That same day, staff attended the Asian Business Association of Los Angeles' 49th Annual IMPACT Awards Gala, which recognized the achievements of Asian American business leaders. September 18 also marked the continuation of the Contractor Academy, a four-part training series delivered in partnership with regional agencies and organizations, designed to prepare small business contractors to successfully compete for and perform sustainable public works projects within Metropolitan's service area.

Business outreach efforts continued the following week. On September 23, staff participated in the Asian Business Association – Inland Empire's Small Business Development Day, one of the organization's signature events, featuring expert-led sessions on marketing, legal, tax, human resources, leadership, and government contracting. On September 25, Metropolitan hosted a small business workshop with the Lake Havasu and Parker Chambers of Commerce, where local buyers from Gene Camp met directly with businesses to discuss contracting opportunities. That same day also marked the third session of the Contractor Academy, continuing training for small business contractors to strengthen their capacity to compete on sustainable public works projects.

## **Workforce Development Activities**

In September 2025, Metropolitan advanced its workforce development initiatives through a series of community and career-focused engagements. On September 4, staff partnered with Palo Verde Community College to help inform surrounding communities about upcoming job opportunities at Hinds and Eagle Mountain. On September 17, staff participated in the American Academy of Environmental Engineering & Scientists' Virtual Fall Career Networking Fair, connecting with students about careers in water. Staff will also represent Metropolitan at the Valley-Wide Employment Desert Job Expo to expand awareness of employment opportunities in the desert region. On September 18, Metropolitan hosted the K-16 Collaborative: Computer Science & Engineering Strategic Session in La Verne, bringing together community organizations and educational institutions to discuss California Jobs First, along with a site tour to further support regional workforce development efforts.

Additional outreach was conducted later in the month. On September 22, staff returned to Palo Verde Community College to meet directly with community members regarding upcoming positions at Eagle Mountain and Hinds. On September 24, Metropolitan sponsored the Colorado River Indian Tribes (CRIT) NatiVisions Film Festival, supporting CRIT and surrounding communities while promoting careers in water. On September 25, staff hosted the CRIT Education Networking Meeting at Gene Camp, followed by a tour of Copper Basin and the Whitsett Pumping Plant. This event brought together CRIT members, community organizations, and regional educational institutions to collaborate on workforce development challenges and learn about water career pathways. That same day, staff provided a facility tour of Copper Basin and Whitsett for members of the CRIT Education Networking Committee, including regional community colleges and education partners.