

The Metropolitan Water District of Southern California

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.

Agenda

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

Meeting with Board of Directors *

February 10, 2026

11:30 a.m.

Tuesday, February 10, 2026

Meeting Schedule

08:30 a.m. FAAME
11:30 a.m. CWC
12:30 p.m. BREAK
01:00 p.m. OPE
02:00 p.m. 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>.

The 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 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

* 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 for January 13, 2026 [21-5376](#)

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)

NONE

6. COMMITTEE ITEMS (INFORMATIONAL)

a. Quarterly Workforce Development Update [21-5377](#)

b. Quarterly Business Outreach Update [21-5378](#)

Attachments: [02102026 CWC 6b C-L](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

a. Ethics Officer's report on monthly activities [21-5379](#)

b. Diversity, Equity, and Inclusion activities [21-5380](#)

Attachments: [02102026 CWC 7b Diversity, Equity, and Inclusion Activities](#)

c. Equal Employment Opportunity activities [21-5381](#)

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

2/9/2026 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 May 2026.

Details and Background

The Metropolitan Vendor Development Program (VDP) is designed to assist in enhancing the competitiveness of the small business community in support of Metropolitan's Board-established contracting requirements.

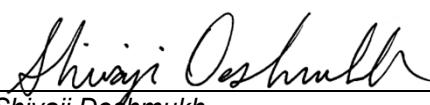
The VDP seeks to broaden access to opportunities for Small and Disabled Veteran Businesses (S/DVBE) by providing one-on-one/group coaching, strategic guidance, training, and contracting options. This increases the ability of S/DVBE to be responsive to Metropolitan solicitations to help meet or exceed board-established small business contracting goals.

Staff will provide an overview of these four VDP programs:

- Business Coaching – a one-on-one coaching session begins with a screening of each firm to assess capability, capacity, and opportunities for qualified vendors. Depending on the vendor experience, the staff then recommends the next steps.
- Mentor-Protege – Large prime contractors are matched with small firms based on their capabilities, and sessions are arranged to gain a better understanding of potential joint bidding opportunities.
- Contractor Academy – a four-part series designed for small construction contractors seeking to contract with the public sector. The academy provides prospective contractors with an understanding of Metropolitan's high standards for construction, specifications, and submittal requirements, and the schedule of upcoming projects.
- Vendor Introductions – Meetings are arranged with internal technical staff and small businesses to facilitate meaningful connections to learn about capabilities and potential innovations in the market.


Lij M. Thomas
Diversity, Equity & Inclusion Officer

1/27/2026
Date


Shivaji Deshmukh
General Manager

1/27/2026
Date



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Office of Diversity, Equity, and Inclusion Group

• DEI Activities Report

Summary

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

Purpose

Informational

Attachments

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

Office of Diversity, Equity, and Inclusion

In December 2025, Metropolitan hosted an Employee Resource Groups (ERG) Leaders Inspection Trip to key Colorado River Aqueduct facilities as part of its ongoing efforts to strengthen leadership development and workplace culture. ERG leaders toured major sites, including the Randy Record San Jacinto Tunnel, Whitsett Intake Pumping Plant, and Copper Basin Reservoir, gaining firsthand insight into both Metropolitan's operations and the people who carry out its mission. The experience emphasized not only the scale of the infrastructure but also the importance of community partnerships, notably with tribal and agricultural partners, and underscored the role of trust, collaboration, and strong relationships in Metropolitan's work. ERG leaders used the trip to reflect on how Employee Resource Groups can better support employees and help sustain a strong, connected workplace culture for the next generation. The inaugural issue of the employee newsletter, *Inside Met*, includes a write-up by Carlos Carillo, President of the Hispanic Employee Association, about this ERG Inspection Trip.

Metropolitan continued its workforce development and education outreach in January 2026 by engaging students and regional partners to strengthen the future water industry talent pipeline. Staff partnered with the Municipal Water District of Orange County and the Water Education for Educators Alliance at Villa Park High School in Villa Park, California, where they led in-class information sessions introducing students to careers in the water sector and Metropolitan's career pathways. These sessions gave students early exposure to professional opportunities in water and sustainability.

Metropolitan's Diversity, Equity, and Inclusion Workforce Development team, in partnership with Human Resources, participated in a Water Workforce Workshop hosted by RAND at Long Beach City College. The workshop focused on understanding current and future workforce needs in the Los Angeles County water sector. It brought together researchers, community college leaders, and workforce partners to discuss labor trends, skill gaps, and strategies for building a sustainable, diverse water workforce.

Together, these activities reflect Metropolitan's continued commitment to cultivating the next generation of water professionals and strengthening partnerships that support an inclusive, well-prepared workforce for the region.