

THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

MINUTES

COMMUNITY AND WORKPLACE CULTURE COMMITTEE

November 17, 2025

Chair McCoy called the meeting to order at 1:45 pm

Members present: Directors Cordero, Dennstedt, Faessel, Fong-Sakai, McCoy, McMillan, Phan (teleconference posted location), Ramos (teleconference posted location), and Seckel (AB 2449 “Just Cause”)

Members absent: Director Gray

Other Board Members present: Directors Ackerman, Armstrong, Bryant, De Jesus (teleconference posted location), Erdman, Fellow, Garza, Jay, Katz, Kurtz, Lewitt (teleconference posted location), Miller, Ortega, Pressman (teleconference posted location), and Shepherd Romey

Director Seckel indicated he is participating under AB 2449 “just cause” regarding contagious illness. Director Seckel appeared by audio and on camera.

Committee Staff present: Aguirre, Deshmukh, Hudson, Kasaine, Redin, Salinas, Thomas, Upadhayay, and Wisdom

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

None

CONSENT CALENDAR

2. COMMITTEE ACTION (ONLY)

- A. Subject: Approval of the Minutes of the Community and Workplace Culture Committee for October 13, 2025.

3. COMMITTEE ITEMS (FOR BOARD CONSIDERATION)

None

Director Faessel made a motion, seconded by Director McMillan, to approve the consent calendar for item 2A.

The vote was:

Ayes: Directors Cordero, Dennstedt, Faessel, Fong-Sakai, McCoy, McMillan, Phan, Ramos, and Seckel

Noes: None

Abstentions: None

Absent: Director Gray

The motion for item 2A passed by a vote of 9 ayes, 0 noes, 0 abstentions, and 1 absent.

END OF CONSENT CALENDAR ITEMS

4. COMMITTEE ITEMS (ACTION FOR BOARD CONSIDERATION)

8-4 Amend the Administrative Code to grant authority to the Ethics Officer to conduct ethics-related reviews of policies, procedures, and practices for the purpose of making recommendations that help foster an ethical culture and prevent ethics violations in support of SB 60; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

The item was deferred.

5. COMMITTEE ITEMS (INFORMATIONAL FOR BOARD CONSIDERATION)

None

6. COMMITTEE ITEMS (INFORMATIONAL)

a. Subject: Quarterly Workforce Development Update

Presented by: Brenda Martinez, Workforce Development Manager

Ms. Martinez shared an update on Metropolitan's efforts to connect veterans with careers in the water sector by improving awareness, communication, and career pathways. She highlighted the formation of a veteran's subcommittee and collaboration with member agencies and veteran organizations. Existing resources are being used to support outreach and recruitment efforts.

The following Directors' provided comments or asked questions:

1. Dennstedt
2. Cordero
3. Seckel

Staff responded to the Director's question and comments.

- b. Subject: Quarterly Business Outreach Update
 Presented by: Jeannette Correa, Pr. Public Affairs Representative

Dr. Correa shared an update on Metropolitan's Business Outreach and Community Engagement efforts, highlighting the success of the 2025 MetWorks event, record-breaking attendance, and strong collaboration with member agencies to expand access to public contracting opportunities. She also announced the launch of the new Business Outreach Service Portal, where users can ask questions, share feedback, and opt in for updates on upcoming opportunities

The following Director provided comments:

1. Erdman

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Subject: Ethics Officer's report on monthly activities
 Presented by: Abel Salinas, Ethics Officer

Ethics Officer's report is available online.

- b. Subject: Diversity, Equity, and Inclusion activities
 Presented by: Liji Thomas, DEI Officer

Ms. Thomas highlighted Metropolitan's hosting of the National Millennial/Gen Z (NMGZ) Network event in October, which gathered insights from younger generations on advancing workforce development, strengthening public trust in tap water, and promoting conservation efforts.

- c. Subject: Equal Employment Opportunity activities
Presented by: Jonaure Wisdom, Chief EEO Officer
EEO activities report is available online.

8. FOLLOW-UP ITEMS

Director Garza followed up on deferred item 8-4. Mr. Salinas mentioned that the item will be brought back for board review in January or February 2026.

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

The meeting adjourned at 2:18pm

Tana McCoy
Chair