

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
S. Faessel
A. Fellow
L. Fong-Sakai
J. Garza
G. Gray
M. Luna

Equity, Inclusion, and Affordability Committee

Meeting with Board of Directors *

October 7, 2024

1:45 p.m.

Monday, October 7, 2024 Meeting Schedule

**09:00 a.m. EOT
11:15 a.m. Break
11:45 a.m. LEG
12:45 p.m. LEGAL
01:45 p.m. EIA
03:30 p.m. OWS**

Agendas, live streaming, meeting schedules, and other board materials are available here:

<https://mwdh2o.legistar.com/Calendar.aspx>. Written public comments received by 5:00 p.m. the business days before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:

<https://mwdh2o.legistar.com/Legislation.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 to join by computer [click here](#).

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

Teleconference Locations:

Marriott Center City • 124 St. Charles Avenue • New Orleans, LA 70130

525 Via La Selva • Redondo Beach, CA 90277

Sheraton New Orleans Hotel • 500 Canal Street • New Orleans LA 70130

1545 Victory Boulevard 2nd Floor • Glendale CA 91201

Boulevard Green • 1412 Lower Green Circle • Columbus OH 43212

Cedars-Sinai Imaging Medical Group • 8700 Beverly Boulevard • Los Angeles, CA 90048

3008 W. 82nd Place • Inglewood, CA 90305

* 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 September 24, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions) [21-3881](#)

Attachments: [10072024 EIA 2A \(09242024\) 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. Workforce Development [21-3883](#)

Attachments: [10072024 EIA 6a Presentation](#)

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

- a. Diversity, Equity, and Inclusion activities [21-3882](#)

Attachments: [10072024 EIA 7a Diversity, Equity, and Inclusion Activities](#)

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

September 24, 2024

Chair McCoy called the meeting to order at 2:28 p.m.

Members present: Cordero, Dennstedt, Dick, Fellow, Fong-Sakai, Garza, McCoy, and Sutley.

Members absent: Directors De Jesus, Faessel, Gray, and Luna.

Other Members present: Alvarez, Erdman, Goldberg, Lewitt, Miller, Morris, Ortega, and Seckel.

Committee Staff present: Chapman, Kasaine, Redin, Ros, and Wheeler.

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 July 9, 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 Cordero, Dennstedt, Dick, Fellow, Garza, McCoy, and
Sutley.

Noes: None

Abstentions: Fong-Sakai

Absent: Directors De Jesus, Faessel, Gray, and Luna.

The motion for item 2A passed by a vote of 7 ayes, 0 noes, 1 abstain, and 4 absent.

END OF CONSENT CALENDAR ITEMS

4. OTHER BOARD ITEMS – ACTION

None

5. BOARD INFORMATION ITEMS

None

6. COMMITTEE ITEMS

Ms. Kasaine introduced items 6a, 6b, 6c, and 6d.

a & b Subject: State of Diversity, Equity, and Inclusion
Civil and Inclusive Workplace Training

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer

Ms. Thomas presented items 6a and 6b together. Her presentation included the current state of DEI, strategic roadmap, highlights of progress, vision, and organizational focus. She also presented culture change for management and building a strong foundation.

Director Sutley left the meeting.

c. Subject: Annual Update on Small Business

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer
John Arena, Section Manager - Business Outreach

Mr. Arena provided an annual update on small business. His presentation included core objectives, program overview, community engagement, strategic Initiative, contract awards, and SBE utilization.

The following Directors provided comments or asked questions:

1. Dick
2. Ortega

Staff responded to the Directors' comments and questions.

d. Subject: Focus on Disability Inclusion

Presented By: Liji Thomas, Chief Diversity, Equity & Inclusion Officer
Jill Houghton, President & Chief Executive Officer of Disability:IN
Mark Brower, Group Manager-Human Resources
Rachel Shaw, President of Shaw HR Consulting

Ms. Thomas provided an overview of a Roadmap for Disability Inclusion and introduced Jill Houghton. Ms. Houghton provided an overview of disability prevalence, key drivers of sustainable business related to water and disability. She also provided background on sustainability dimension of inclusive workforces and accessibility and inclusion across an enterprise.

Mr. Brower provided an overview of the accommodation process. His presentation included current requests, progress, and introduced Rachel Shaw, President of Shaw HR Consulting.

Next, Ms. Shaw provided key goals for Metropolitan's realigned ADA/FEHA programming and the disability interactive process.

The following Directors provided comments or asked questions:

1. Miller

Staff responded to the Directors' comments and questions

7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS

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

No report was given.

8. FOLLOW-UP ITEMS

None

9. FUTURE AGENDA ITEMS

None

10. ADJOURNMENT

The meeting adjourned at 4:25 p.m.

Tana McCoy
Chair



Equity, Inclusion and Affordability Committee



DEI DIVERSITY
EQUITY &
INCLUSION

Diversity, Equity & Inclusion Workforce Development Plan

Item #6a

October 7, 2024

Item # 6a

Workforce Development Plan



DEI DIVERSITY
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Subject

Overall update on Workforce Development, including metrics and strategic plan

Purpose

Update the Equity, Inclusion & Affordability (EIA) Committee on progress made on workforce development, key areas of opportunity informed by data and a workforce development plan to advance progress

Recommendation and Fiscal Impact

None

Diversity Equity & Inclusion Goals



Workplace

Build a best-in-class workplace where every employee is valued, their ideas heard and their work environment characterized by respect, excellence and belonging.



Workforce (Future)

Cultivate the next generation of talent for MWD expanding broader access and ensuring greater equity to build a more diverse and qualified workforce.



Industry

Ensure diversity, equity and inclusion is embedded into every aspect of water planning, conveyance and delivery, including aspects such as multicultural conservation messaging and environmental justice.



Community

Ensure inclusion of underserved communities and non-traditional partners thereby becoming trusted partners.

Workforce Development Strategy

Building a Water Industry Future that Leaves No One Behind



Purpose

- Vision
- Cross-functional collaboration
- Green jobs for water industry
- UN Goals for Sustainable Development
- Grant funding
- Public/Private Partnerships



Pathways

- Community College/Trade School Partnerships
- Indigenous Pathways to Water Careers
- K-12 Engagement
- Outreach & Engagement around Carson/Pure Water



Partnerships

- Homeboy Industries, NAACP, California Conservation Corps, IE Works, etc.
- CUWA DEI Committee
- DEI/EEO/HR Collaboration (Military/Veteran, IWD, Women in the Trades)
- CAAWEF/WELL Statewide Leadership Training/BIPOC Leaders
- Member Agency Partnerships



Platform

- New Apprenticeship Program Testing through PearsonVue
- Pilot realignment of requirements for IT/Cybersecurity

Storytelling

Providing effective HR collateral (employer branding) and holistic communications (employee, community partners, K-12)



DEI Workforce Development Efforts - Vision



Workforce Development Plan

Workforce Development Priorities



Aging Workforce



Mission Critical Occupations



Training & Skill Development



Workforce Diversity & Inclusion



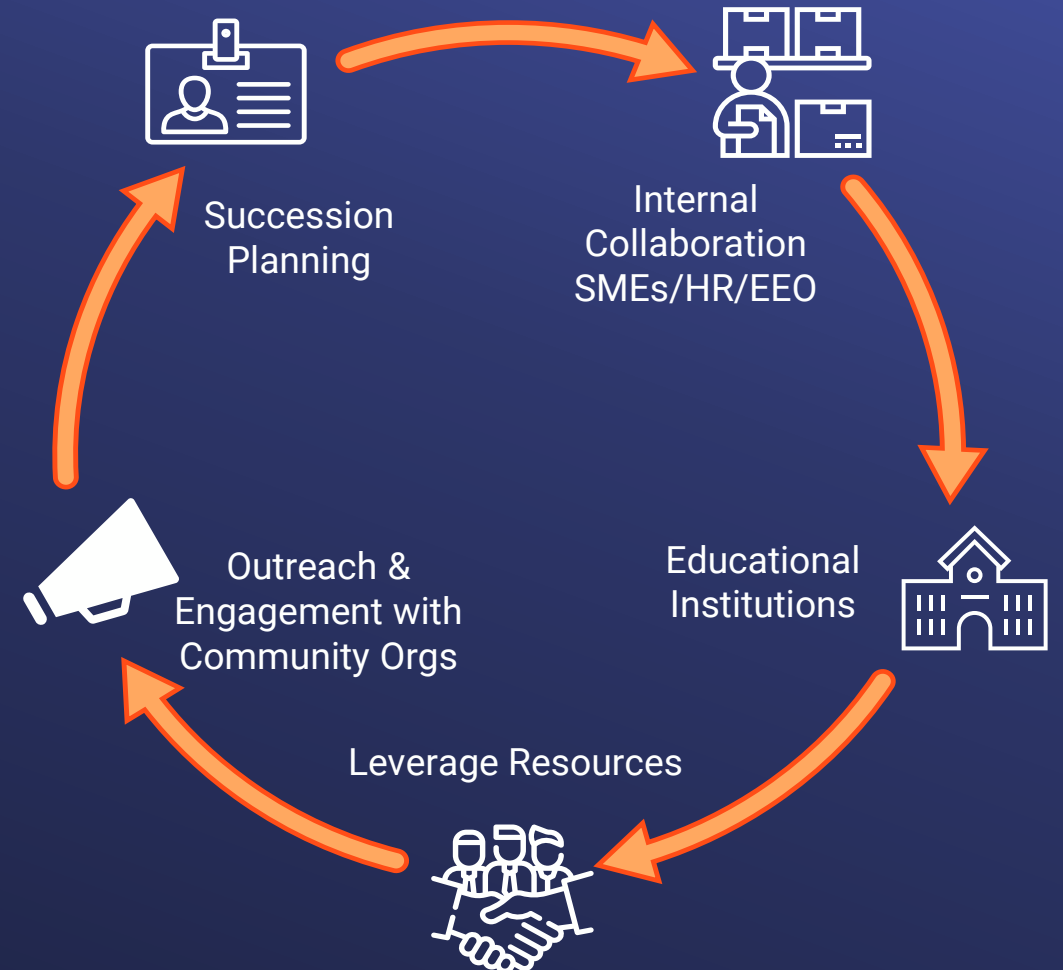
Equitable Access to Job Opportunities



Industry Awareness



Workforce Development Strategy



Workforce Development



- Relationship Building
- Diverse Pipelines
- Succession Planning Opportunities
- DEI Training
- Community Work Readiness Skills



- Compliance & Federal/State Policies
- Affirmative Action
- Underutilization Workforce Data



- Recruitment
- Job Training
- Workforce Data



- Agreement between contractor and Building and Construction Trade Councils within MWD service area
- Direct hires by contractor
- Workforce Development Provisions: 60% Local Hires and 15% Transitional Workers

Apprenticeship Program & Workforce Development

Why?

- Dwindling skilled labor market
- Promotes diversity
- Promotes long-term workforce stability
- Aging workforce with anticipated retirements

What?

- Maintenance Electricians and Maintenance Mechanics
- Provide entry to a journey level training program
- Structured using on-the-job training, related classroom instruction, and home study

When?

- Management and Labor finalized agreement in 2002
- First class began in 2003
- State Certification 2005

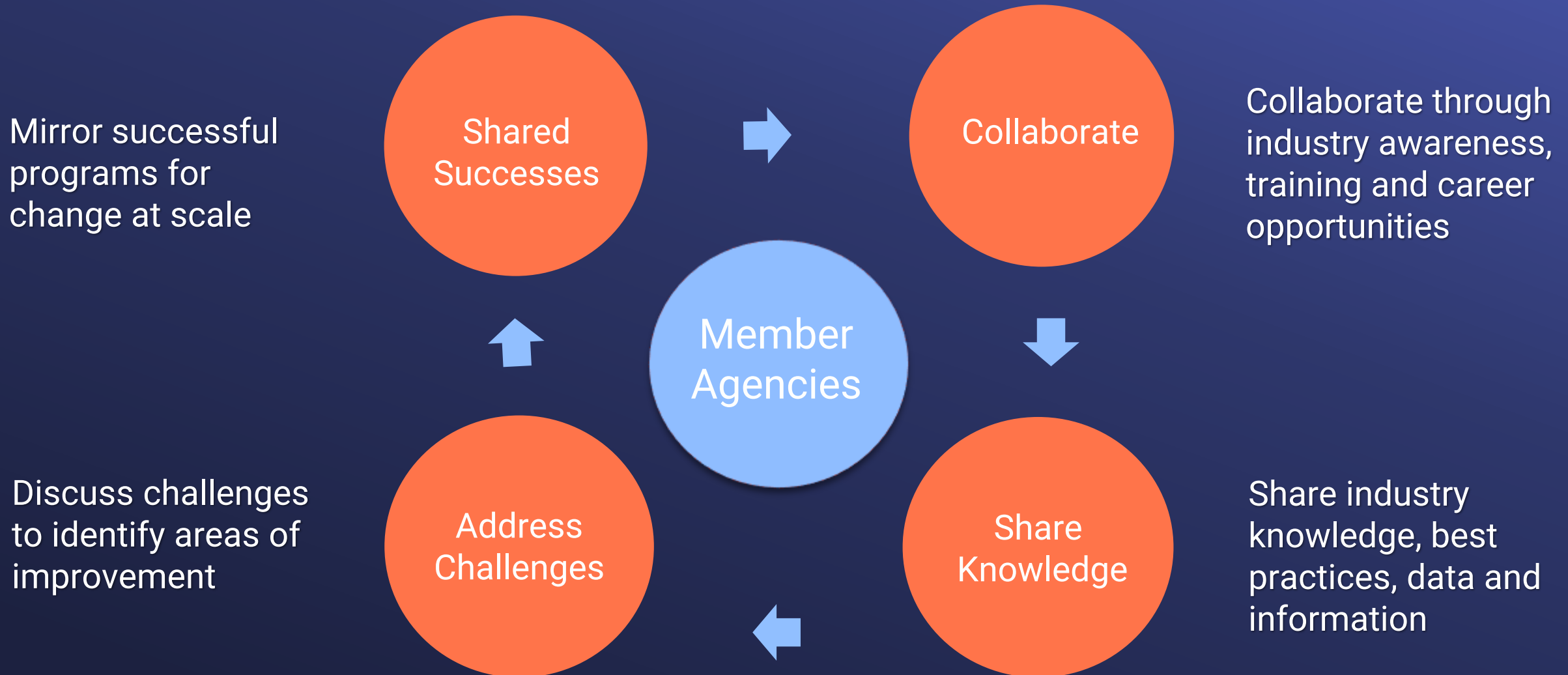
How?

- Increased Outreach to 200+ diversity groups and community organizations throughout our service area
- Increased testing locations through PearsonVue



Workforce Development

Member Agency Collaboration

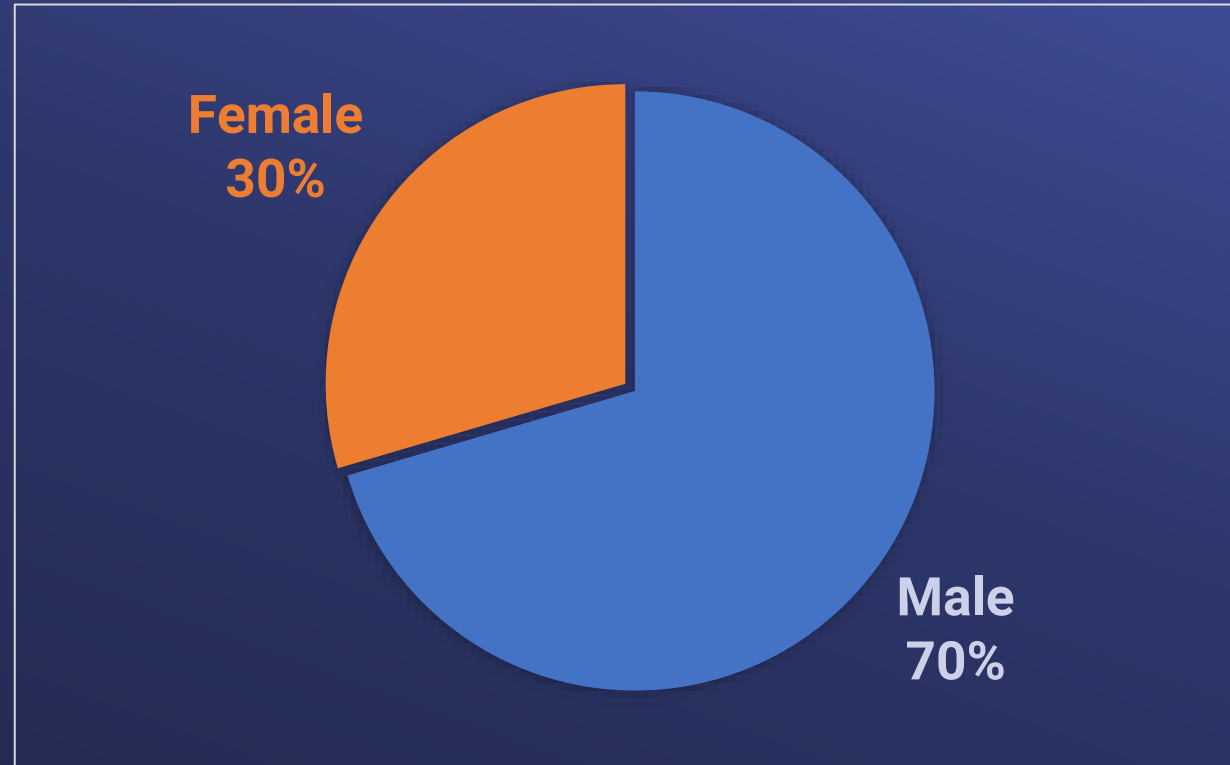


Workforce Development Efforts

Diverse Pipelines

- Expand engagement and outreach
- Apprenticeship Program- Expanded outreach efforts to 200+ organizations throughout our service area

Metropolitan Workforce by Gender



Men= 1347
Women=565
Total MWD Workforce: 1,912
*Includes District Temps

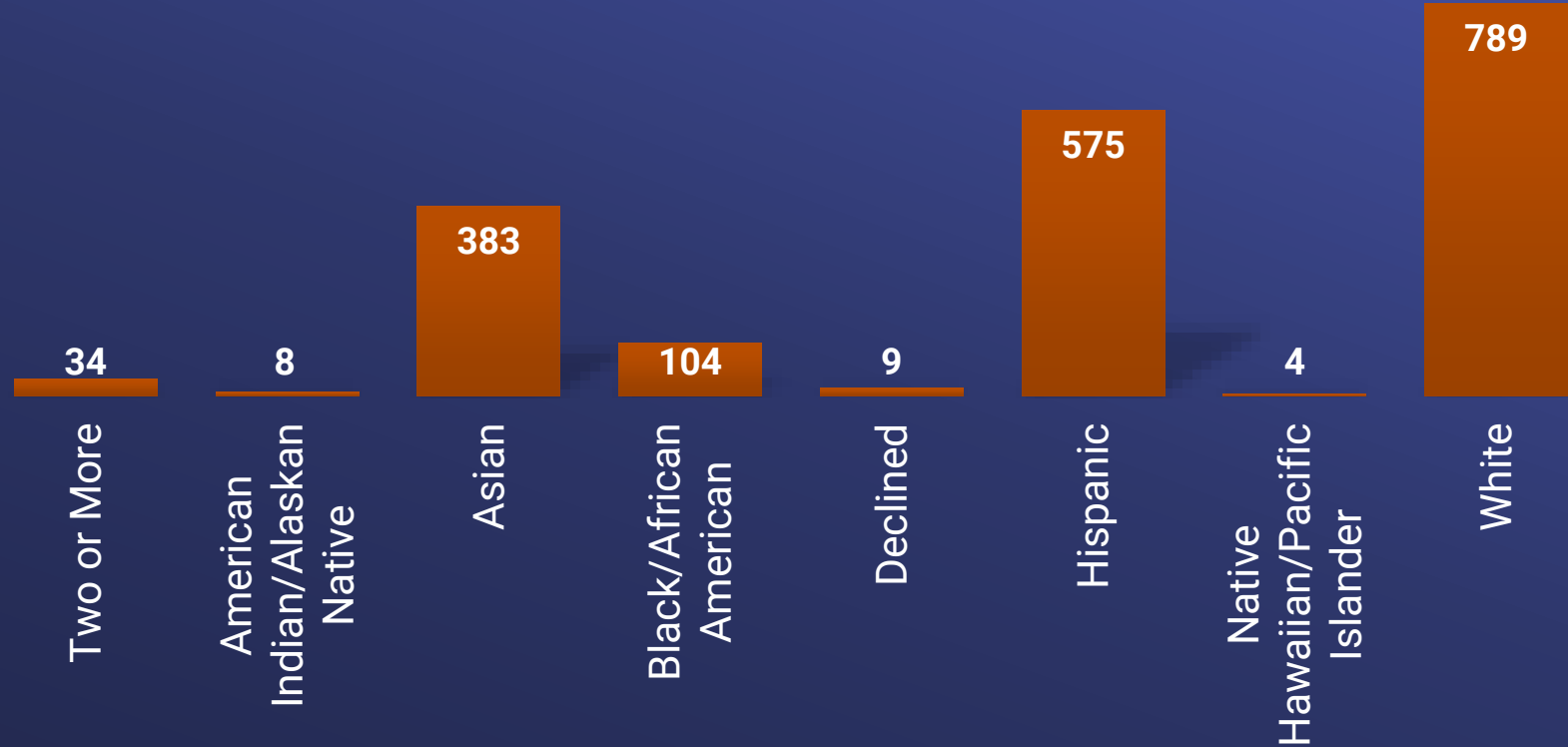
Workforce Development Efforts

Diverse Pipelines

- Industry Awareness
- Conduct information sessions with community organizations
- Continue tribal outreach and engagement

Total MWD Workforce: 1,912
 *Including District Temps and 6 Blank/No Response

Number of Employees by Race/Ethnicity

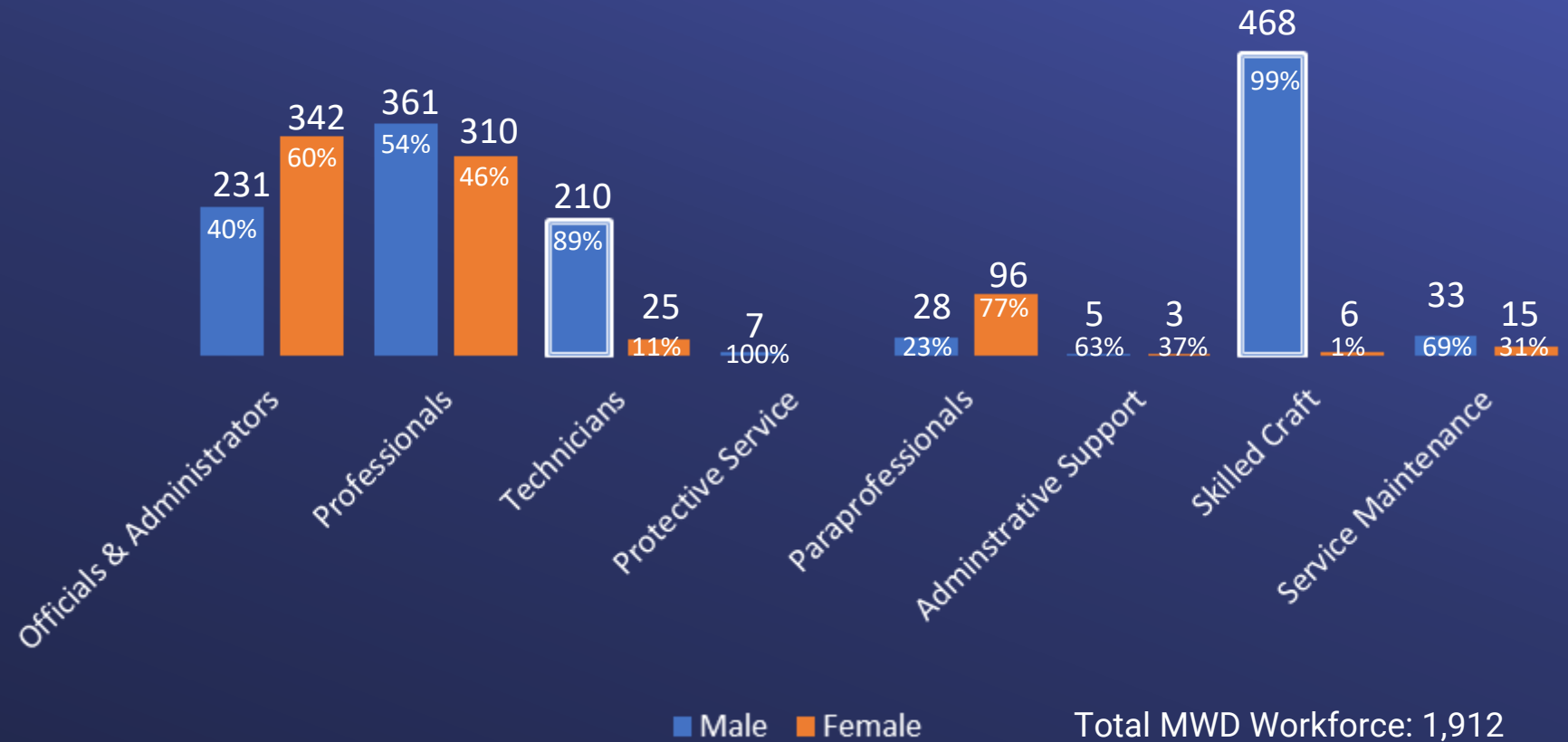


Workforce Development Efforts

Diverse Pipelines

- K-12 Career Pathway Education
- Conduct information sessions with women organizations to create industry awareness

Occupations by EEO Code: Male and Female



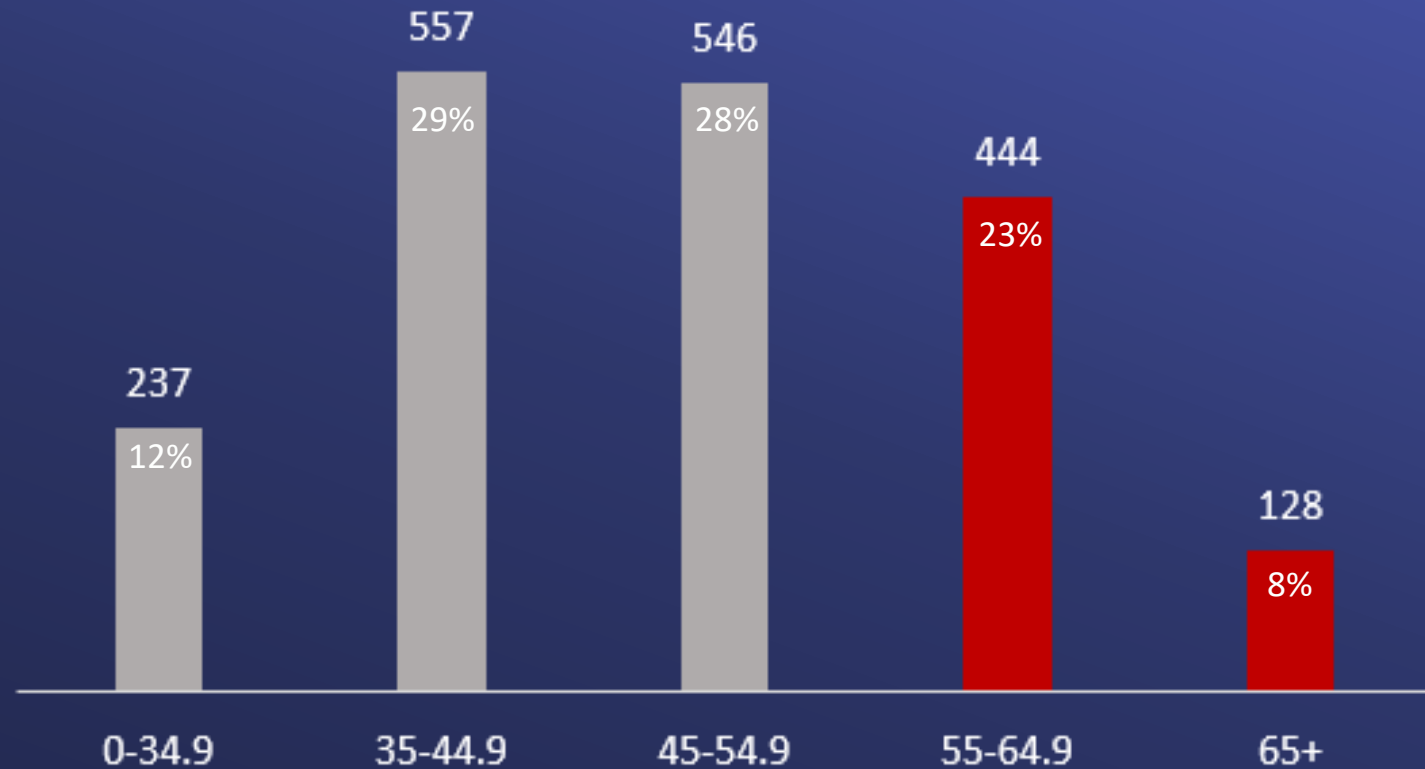
Total MWD Workforce: 1,912
*Including District Temps

Workforce Development Efforts

Succession Planning

- Leverage resources and work with skills training and career development organizations to expand training and apprenticeship programs

Average Age Range



Total MWD Workforce: 1,912

*Including District Temps

California Water/Wastewater Mission-Critical Occupations

Workforce Development Efforts

Succession Planning

- Collaborate internally with SMEs, Management, and Supervisors to understand mission critical occupations

Exhibit 2. Water/Wastewater Mission-Critical Occupations

Functional Group	SOC Code	Occupation Title	Related Job Titles
Electrical	17-3023	Electrical and Electronic Engineering Technologists and Technicians	Electrical Technician, Control Systems Technician,
	47-2111	Electricians	Electrician, Water Systems Electrician, Sewer Pump Station Electrician
Maintenance	17-3098	Calibration Technologists and Technicians	Calibration Technician, Engineering Technician, Instrumentation Technician
	49-9041	Industrial Machinery Mechanics	Plant Machinery Maintenance Mechanic, Water Systems Mechanic, Water Treatment Plant Repairer
	49-9071	Maintenance and Repair Workers, General	Maintenance Worker, Maintenance Services Worker, Building Maintenance Technician, Repair Technician
Operational	47-2073	Operating Engineers and Other Construction Equipment Operators	Back Hoe Operator, Heavy Equipment Operator, Water Equipment Operator
	51-4041	Machinists	Machinist, CNC Machinist
	51-8031	Water and Wastewater Treatment Plant and System Operators	Plant Operator, Wastewater Operator, Wastewater Technician, Wastewater Lead Operator

March 2023: Centers of Excellence for Labor Market Research

Workforce Development Efforts

Succession Planning

- Work with HR to review potential barriers to employment, review entry level occupations and minimum requirements
- Leverage resources and collaborate with community organizations, colleges, and CTEs to provide certification and skills training

Typical Education and Training Requirements for Mission-Critical Occupations

Functional Group	Occupation (SOC)	Typical Entry-Level Education	Work Experience Required	Typical On-the-Job Training
Electrical	Electrical and Electronic Engineering Technologists and Technicians (17-3023)	Associate degree	None	None
	Electricians (47-2111)	High school diploma or equivalent	None	Apprenticeship
Maintenance	Calibration Technologists and Technicians (17-3028)	Associate degree	None	None
	Industrial Machinery Mechanics (49-9041)	High school diploma or equivalent	None	Long-term on-the-job training
	Maintenance and Repair Workers, General (49-9071)	High school diploma or equivalent	None	Moderate-term on-the-job training
Operational	Operating Engineers and Other Construction Equipment Operators (47-2073)	High school diploma or equivalent	None	Moderate-term on-the-job training
	Machinists (51-4041)	High school diploma or equivalent	None	Long-term on-the-job training
	Water and Wastewater Treatment Plant and System Operators (51-8031)	High school diploma or equivalent	None	Long-term on-the-job training

March 2023: Centers of Excellence for Labor Market Research

Strategic DEI Roadmap for Workforce Development



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Metrics & Succession Planning

- Action Taken** Pursued data informed insight on MWD workforce years of service for succession planning and minimize skills gap.
- Work Outstanding** Implement cross-generational mentoring program.
- Next Milestone/Update** Meet with HR, Unions, SMEs, management, and Supervisors for program discussion.

Addressing Mission Critical Occupations

- Action Taken** Analyzed data to determine hiring needs at Metropolitan; collaborate with EEO/HR on underutilization.
- Work Outstanding** Solicit input from SMEs, management, and supervisors.
- Next Milestone/Update** Work with HR to review potential barriers to employment, review entry level occupations and minimum requirements.

Training & Skill Development

- Action Taken** Engaging with WorkSource/AJCCs, One Stop Centers, CSU and CCCs.
- Work Outstanding** Internship program, certification training programs and expand apprenticeships.
- Next Milestone/Update** Work with HR, Unions, SMEs, management, and Supervisors for program discussion.

Strategic DEI Roadmap for Workforce Development



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Workforce Diversity

- Action Taken** Collaborate with career centers, EDD, and utilizing the CIRCA Diversity Outreach system.
- Work Outstanding** Identify community organizations in our service area that provide resources, training, and career development to underserved, historically excluded individuals, women, veterans and individuals with disabilities.
- Next Milestone/Update** Calendar workshops to increase industry awareness, application and recruitment process, and career opportunities.

Greater Access to Job Opportunities

- Action Taken** Review career section of MWD website, outreach of application and recruitment process.
- Work Outstanding** Soliciting input from HR.
- Next Milestone/Update** Outreach material and update website.

Industry Awareness

- Action Taken** Engaging with internal departments and external organizations.
- Work Outstanding** Determine outreach focus.
- Next Milestone/Update** Work with HR, EEO and internal departments to strategically conduct targeted outreach to increase diverse pipelines.

Strategic DEI Roadmap for Workforce Development



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Strategic, Local Partnership (Carson MOU)

- Action Taken** Collaboration around Pure Water Southern California (PWSC); initial draft socialized with key stakeholders.
- Work Outstanding** Soliciting input from unions and Legal on structure and substance of draft Memorandum of Understanding (MOU).
- Next Milestone/Update** Target to have draft MOU finalized by December 2024.

Build Entry Level Pipelines of Talent into Water

- Action Taken** Engaging with career development orgs and colleges for grant funding initiatives.
- Work Outstanding** Meet with SMEs, management, and supervisors to understand business needs.
- Next Milestone/Update** Establish business alignment between certification requirements for entry level occupations in lieu of experience.

Tribal Outreach & Engagement

- Action Taken** Resume writing workshops, tours and sponsored community events to better connect, build trust and understand needs.
- Work Outstanding** Discuss opportunities for skills training and career pathways.
- Next Milestone/Update** Key meeting with CRIT leaders on 9/26 .

Strategic
DEI
Roadmap for
Workforce
Development



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Increase the Representation of Women in Water

Action Taken Collaborating with WINTR, AWWA, AWWEE to increase industry knowledge.

Work Outstanding Increase outreach and engagement throughout our service area.

Next Milestone/Update Review potential barriers to employment; strategically advance outreach efforts.

Increase Military/Veteran Hiring and Recruitment

Action Taken Collaborating AJCCs, EDD, PATH and 29 Palms.

Work Outstanding Continue to identify organizations in our service area.

Next Milestone/Update Information sessions for industry awareness, job opportunities and training.

Increase Hiring and Recruitment of Individuals with Disabilities

Action Taken Work on Accommodations process with HR; engage with AJCCs.

Work Outstanding Identify community organizations in our service area.

Next Milestone/Update Calendar workshops to increase industry awareness, application and recruitment process, and career opportunities.

Strategic DEI Roadmap for Workforce Development



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Member Agency Collaboration

- Action Taken** Initial engagement on workforce development efforts (Calleguas, West Basin, etc.).
- Work Outstanding** Broader engagement and planning for Summit in early 2025.
- Next Milestone/Update** On the agenda for 10/18 to discuss workforce development with Member Agency Managers.

Internships/Career Pathways

- Action Taken** Initial research on existing internships and areas of opportunity.
- Work Outstanding** Work with internal departments and external organizations to expand internships and career pathways.
- Next Milestone/Update** Execute new internship/career pathways, part of Carson MOU.

Grant Funding

- Action Taken** Coordinating with the Grants Office to submit grant applications for expansion of career pathways into water.
- Work Outstanding** Leverage \$150k grant awarded in partnership with CAAWEF and WELL for creation of next generation of leaders in water.
- Next Milestone/Update** Planning phases with first cohort planned for April 2025.

DEI Workforce Development MOUs



- Industry Awareness
- Increase Diverse Pipelines
- Refer Qualified Members
- Assist with developing programs



- Industry Awareness
- Increase Diverse Pipelines
- Refer Qualified Members
- Assist with developing programs



- Industry Awareness
- Increase Diverse Pipelines
- Refer Qualified Members
- Assist with developing programs



- Industry Awareness
- Increase Diverse Pipelines
- K-12 Career Pathway Education
- Internship Program with the South Bay WIB



Thank You!
Questions?





Office of Diversity, Equity, and Inclusion

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

Summary

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

Purpose

Informational

Attachments

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

Office of Diversity, Equity, and Inclusion

Business Outreach & Community Engagement

On September 11, Seminar one of the Contractor Academy was held at Metropolitan's headquarters in Los Angeles.

On September 12, Staff attended the Asian Business Association - Inland Empire annual small business development conference.

On September 17-19, Staff attended the Women Business Enterprise Council-West 21st Annual Procurement Conference.

On September 18, Seminar Two of the Contractor Academy was held at Metropolitan's headquarters in Los Angeles. Topics included a Project Labor overview and how to complete a statement of qualifications.

On September 18, Staff attended the Asian Business Association - Orange County BizMatch Business Matchmaking conference. An ultimate business matchmaking event included a keynote speaker, panel discussion, matchmaking session, and an opportunity to meet buyers and suppliers to learn from industry experts.



On September 20, Staff attended the 48th Annual IMPACT Awards hosted by the Asian Business Association - Los Angeles.

On September 24, Staff attended the Filipino American Chamber of Commerce Go Green & Health Expo in Orange County. Over 200 attendees and 35 exhibitors attended to learn and experience technology and sustainable solutions. A fireside chat discussion from Metropolitan and Irvine Ranch Water District included areas of the latest innovations in the water industry that business owners should be aware of and the potential return of investment for upgrading water systems.



On September 25th, Seminar Three of the Contractor Academy was held at Metropolitan’s headquarters in Los Angeles.

On September 25, Staff attended the Small Business Development Network Second annual PROCON-OC's Procurement Conference.

On September 26, Staff attended the 40th Anniversary and Awards dinner hosted by the Black Chamber of Commerce - Orange County

Workforce Development

September 4, 2024, Workforce Development staff met with partners (City of Carson, LACSD, and West Basin MWD) to discuss the City of Carson MOU and agreed to bifurcate the MOU and focus on Workforce Development efforts through community outreach of industry awareness, K-12 education focused on career pathways and young adult (18 & over) internship program in partnership with the South Bay WIB. The MOU is currently under review with legal, and the next step is a meeting with the South Bay WIB to review the internship program, in which they administer, recruit, manage, and pay for the internships. A separate MOU will be in development to further discuss a partnership with CSUDH for a Water Treatment Operator training program and a career center in partnership with LACSD on Pure Water Southern California location.

September 4, 2024, staff met with California Urban Water Agencies to discuss Workforce Development (CUWA) opportunities.

September 10, 2024, staff attended the Water Workforce Ad Hoc Committee meeting, in which an update was provided regarding the Long Beach City College (LBCC) award of more than \$10 million in grants to help lead efforts to build a qualified workforce supportive of climate resiliency in Los Angeles and Orange counties. LBCC will receive \$9.5 million from the National Oceanic Atmospheric Administration’s (NOAA) Inflation Reduction Act Climate-Ready Workforce (CRW) for Coastal and Great Lakes States, Tribes, and Territories Initiative. The college will also receive \$750,000 from the California Water, Wastewater and Energy Workforce Development Program of the California Municipal Utilities Association (CMUA). MWD Workforce Development DEI staff has registered to be part of the grant committee to learn how we can partner.

September 18, 2024, staff attended the EUM Workforce Webinar: Workforce Community Partnerships. The Webinar provided insight of a Fast-track grant-funded, hands-on program in Northwest Ohio. Upon successful completion, students will earn the Water Treatment Professions Certificate from Owens Community College. This 17-credit certificate is approved by the Ohio Department of Higher Education and may be applied to further study towards an Associates or Bachelors degree.

September 19, 2024, staff met with JVS regarding a partnership with a Digital Equity Competitive Grant Proposal. The grant would be hosted by IE Works and MWD would assist in providing one or more of the following: 1) Act as an employer expert for the Water/Wastewater industry; provide feedback and input about the specific digital skills required/desired for employment at IEWorks signatory agencies, 2) Actively partner with JVS to provide training opportunities where digital skills training can be offered, 3) Facilitate connections between JVS and other organizations whose population served could benefit from digital skills training, 4) Promote JVS's digital skills training offerings to appropriate audiences, 5) Distribute digital literacy related resources (developed by JVS) to community members in your network and/or 6) Keep project partners apprised of progress on the project. Meeting with the Information Technology group to further discuss partnership.

September 18, 2024, staff met with the Los Angeles Metro Women and Girls Governing Council to learn about their program, in which their goals are: to have a gender-balanced workforce; to accelerate change because progress for women is progress for everyone; and to not seek just one solution, but a comprehensive strategy to address the complex and inter-related causes of gender inequity, mobility and economic challenges.

September 20, 2024, staff met with Boyle Heights Technology Youth Center to learn about their workforce development programs for youth and young adults.

Tribal Outreach & Engagement

On September 3, 2024, staff attended CRIT Chemehuevi language meetings and conducted workforce development outreach on the apprenticeship program.



On September 6, 2024, staff attended the Chemehuevi and Southern Paiute gathering at MT Charleston. MWD sponsored Chemehuevi from CRIT and Havasu Landing.



MWD DEI staff Gina Chavez with basket weaving cultural demonstrator

September 6, 2024, DEI and SRI staff met with the Chemehuevi and AES partnership representatives to continue discussions on the proposed MWD Interconnection project. The partnership advised that they are now ready to comply with the MWD interconnectivity requirements and protocols and are planning to submit an application soon.

Staff continues to provide pre-apprentice testing assistance through follow-up with candidates on testing appointments, locations, and online registration.

On September 18, 2024, staff met with the local high school weld shop and CTE committee leader. Invited to a meeting on September 26, 2024 to discuss set up of a job tour before December for weld and automotive class.



Visit with Tom Moore at Parker High School Weld Shop

On September 19, 2024, staff attended a Chemehuevi meeting in Havasu Landing. Discussed MT Charleston gathering and luncheon event with MWD DEI staff on September 26, 2024.



Meeting at Chemehuevi Havasu Landing Reservation with Alicia Adams and Ron Escobar

On September 23, 2024, staff will meet with CRIT education to discuss partnership and collaboration on education grants towards water industry career pathways.

On September 25th and 26th 2024, staff is scheduled to meet with CRIT regarding workforce development opportunities and support the NatiVisions Film Festival, sponsored by MWD DEI.