



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Office of Diversity, Equity, and Inclusion

- **Diversity, Equity, and Inclusion Activities for March 2025**

Summary

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

Purpose

Informational

Attachments

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

Office of Diversity, Equity, and Inclusion

Business Outreach & Community Engagement

Metropolitan staff attended the National Association Women in Construction Week event in Los Angeles, CA. The “Together We Rise” panel discussion included speakers discussing the power of mentorship and how to effectively engage mentors, mentees, and sponsors to elevate your career.

Metropolitan staff attended the Society of American Military Engineers (SAME-LA) Inaugural Industry Day in Montebello, CA. The Small Business Industry Day event brought various federal, state, and local government agencies for a breakout, exhibiting, and networking business opportunity. This Industry Day will positively impact businesses for generations to come.

AGM John Bednarski was a featured speaker on two panels at the 64th Annual Western Winter Workshop; staff provided tabling support and shared resources for small business contracting. The industry event brought together capital program organizers, executives, consultants, contractors, innovators, and technology solutions professionals, sharing the latest program management project controls and construction management tools and techniques.

Metropolitan launched the inaugural Consultant Bench Workshop held at Headquarters in Union Station. The Bench is an innovative program that connects small and large construction firms in a mentor-protégé program in partnership with Jacobs Engineering. Ten small business enterprises were vetted through a rigorous prescreening for a one-to-one with Jacobs to learn more about evaluating small businesses for teaming opportunities.



Business Outreach Section Manager John Arena served as a panelist to discuss Metropolitan’s approach to supporting small and regional business enterprises at the Construction Management Association of America SoCal Chapter’s Diversity, Equity, Inclusion & Belonging Committee panel discussion.

Metropolitan staff attended the Black Business Association – Los Angeles (BBA-LA) 22nd Annual Salute to Black Women Business Conference, Vendor Fair, & Awards Luncheon.

Workforce Development & Desert Outreach

Metropolitan staff continue to successfully facilitate industry awareness, job opportunities, and professional engagement and connect with community members, veterans, students, and industry professionals to further efforts to strengthen the workforce pipeline in the water industry.



Staff participated in community outreach events across the service area and with the desert communities, ranging from events at Mohave Community College to discuss career opportunities in the water industry with students as well as the Colorado River Indian Tribes (CRIT) Establishment Days. Staff also attended the Hemet Unified School District Technical Career Fair, as well as a Job and Resource Fair in Needles, CA, hosted by San Bernardino County and the Employment Development Department. Metropolitan sponsored and staff attended the CRIT Mega Throw cultural event to share workforce opportunities, as well as continued engagement with community members at the Chemehuevi language class to discuss industry awareness and job opportunities. Staff participated in a PATH Information Session, engaging with regional managers from Los Angeles, Santa Barbara, Santa Clara, Orange, and San Diego Counties to discuss veteran assistance, resources, and job placement. Metropolitan also participated in the Los Angeles Regional Consortium Careers in Water Webinar in partnership with the City of Glendale Water & Power, Central Basin MWD, Las Virgenes Water District, WRD, and Beverly Hills. The Employment Development Department also hosted a Careers in Water Virtual Resource Fair for veterans in partnership with Long Beach Utilities and Los Angeles Department of Water and Power (LADWP).

Metropolitan staff partnered with Unite LA to present a Step into Tech webinar on IT and cybersecurity careers for young adults, and an Alumni Panel for USC Viterbi School of Engineering. Metropolitan continues a focus on veterans in collaboration with the Employment Development Department, engaging in the Careers in Water Webinar for Veterans with member agencies Long Beach and LADWP, and the Veteran Job Fair in Woodland Hills to support veteran employment initiatives.