



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.