

# 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  
N. Sutley

## **Equity, Inclusion, and Affordability Committee**

Meeting with Board of Directors \*

**July 9, 2024**

**10:30 a.m.**

## **Tuesday, July 9, 2024 Meeting Schedule**

**08:30 a.m. FAM  
10:30 a.m. EIA  
11:30 a.m. Break  
12:00 p.m. EOP  
01:30 p.m. BOD  
02:30 p.m. Sp Exec**

**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. (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 click  
[https://us06web.zoom.us/j/87694849772?  
pwd=V3dGZGRYUjJ3allqdUxXTIJRM044Zz09](https://us06web.zoom.us/j/87694849772?pwd=V3dGZGRYUjJ3allqdUxXTIJRM044Zz09)**

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

**Teleconference Locations:**

**3008 W. 82nd Place • Inglewood, CA 90305**

**Cedars-Sinai Imaging Medical Group • 8700 Beverly Blvd., Suite M 313 • Los Angeles, CA 90048**

**Conference Room • 1545 Victory Blvd. 2nd Floor • Glendale, CA 91201**

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\* 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 May 14, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions) [21-3556](#)

**Attachments:** [07092024 EIA 2A \(05142024\) 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. Panel Discussion on Spanish Language Inspection Trip and Outreach Opportunities [21-3557](#)

Panelists:

Cristina Ivens, Ethnos

Gennesis Lopez, Andres y Maria Cardenas Family Foundation

Patty Lopez, City of San Fernando Commissioner

Raul Macias, Anahuak Youth Sports Association

**Attachments:** [07092024 EIA 6a Presentation](#)

7. **MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Diversity, Equity, and Inclusion activities [21-3558](#)

**Attachments:** [07092924 EIA 7a Diversity, Equity, and Inclusion Report](#)

## **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**

**May 14, 2024**

Chair McCoy called the meeting to order at 11:18 a.m.

Members present: Cordero, Dennstedt, Dick, Fellow, Garza (AB 2449 “just cause”), Gray (teleconference location posted), and McCoy.

Members absent: Directors De Jesus, Fong-Sakai, Luna, and Sutley.

Other Members present: Abdo, Ackerman, Armstrong, Lefevre (teleconference location posted), Miller, Morris, Ortega, Peterson, Ramos (teleconference location posted), and Smith (AB 2449 “just cause”).

Director Garza indicated he is participating under AB 2449 “just cause” for an illness that prevents him from attending in person. Director Garza appeared by audio and on camera.

Director Garza announced during roll call that no one was in the room with him 18 years of age or older.

Director Smith indicated he is participating under AB 2449 “just cause” for an illness that prevents him from attending in person. Director Smith appeared by audio and on camera.

Director Smith announced during roll call that no one was in the room with him 18 years of age or older.

Committee Staff present: Hagekhalil, Kasaine, Mortada, Redin, Ros, L. Thomas, and Wheeler.

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

Patty Lopez, resident of San Fernando, commented on the first Spanish speaking inspection trip.

The following Directors provided comments or asked questions:

1. Ortega
2. McCoy
3. Garza
4. Cordero

## **CONSENT CALENDAR ITEMS — ACTION**

### **2. CONSENT CALENDAR OTHER ITEMS – ACTION**

- a.                   Subject:     Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for April 23, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

### **3. CONSENT CALENDAR ITEMS – ACTION**

None

Director Garza announced during roll call that no one was in the room with him 18 years of age or older.

Director Dennstedt made a motion, seconded by Director Fellow, to approve the consent calendar consisting of item 2A.

The vote was:

Ayes:               Directors Cordero, Dennstedt, Dick, Fellow, Garza, Gray, and McCoy.

Noes:               None

Abstentions:     None

Absent:            Directors De Jesus, Fong-Sakai, Luna, and Sutley.

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

## **END OF CONSENT CALENDAR ITEMS**

**4. OTHER BOARD ITEMS – ACTION**

None

**5. BOARD INFORMATION ITEMS**

None

**6. COMMITTEE ITEMS**

- a. Subject: Update on Workforce Analytics

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer  
Cinthya Lupian, EEO Manager

Ms. Kasaine introduced the item and Ms. Thomas provided the committee with an overview of the agenda. Ms. Lupian provided background on EEO job categories. Next, Ms. Thomas provided an overview of Metropolitan’s workforce as of June 30, 2023, new hires during fiscal year 2022/2023, promotions during fiscal year 2022/2023, and next steps.

The following Directors provided comments or asked questions:

1. Dick
2. Gray
3. Dennstedt
4. Fellow
5. Garza
6. Cordero
7. Peterson
8. Ortega
9. McCoy

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 12:17 p.m.

Tana McCoy  
Chair



Equity, Inclusion and Affordability Committee

# Panel Discussion on Spanish Language Inspection Trip and Outreach Opportunities

Item 6a  
July 9, 2024



# Inspection Trip for Spanish Speakers

## Subject

Discuss SWP inspection trip with panel of four participants

## Purpose

Hear perspectives on trip conducted in Spanish and discuss outreach opportunities

May 2024

# SWP Inspection Trip

Chair Ortega,  
Directors Garza,  
Luna, & McCoy







Grassroots Outreach  
Panelists

Cristina Ivens, Liderazgo Comunitario  
Ethnos

Gennesis Lopez, Executive Director  
Andres y Maria Cardenas Family Foundation

Patty Lopez, Commissioner  
City of San Fernando

Raul Macias, Presidente  
Anahuak Youth Sports Association

Grassroots Outreach

## Panel Discussion

- 1) What is your favorite memory of this trip and what did you learn?
- 2) How will you share what you learned with your community?
- 3) How did your experience change with the trip being conducted in Spanish?



Grassroots Outreach

## Panel Discussion

- 4) What strategies are effective in reaching Spanish-speaking communities?
- 5) How should we design future trips to better engage the Spanish-speaking community?
- 6) How can we use our inspection trips to strengthen a grassroots network for water?

Grassroots Outreach

# Expanding Access

## Other Potential Trips

- National Association for the Advancement of Colored People (NAACP)







THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Office of Diversity, Equity, and Inclusion

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

### Summary

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

### Purpose

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Informational

### Attachments

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

# Office of Diversity, Equity and Inclusion

## Business Outreach & Community Engagement

On June 5, 2024, Business Outreach Staff in partnership with Legislative Services attended the Central City Association 28th Annual Treasure of Los Angeles. Staff networked with Local Businesses and Legislators.

On June 6, 2024, Metropolitan staff attended the Orange County Inland Empire Small Business Development Center (SBDC) 2024 So Cal Contracting Conference. The conference is geared toward providing workshops to small business owners with tracks on state procurement, federal, local, and corporate procurement, and resources. Over 30 exhibitors were in attendance with lots of opportunities for networking. Additionally, the SBDC partnered with WBEC-West to provide strategic and non-strategic matchmaking printers with close to 40 buyers and partners.



On June 11, 2024, Metropolitan staff sponsored the Asian American Architects/Engineers Association (AAa/e) Annual Scholarship Fundraiser in Los Angeles, CA. The AAa/e supports scholarships for students and young professionals in the architecture, engineering, and construction industry.

On June 13, 2024, Metropolitan staff attended the American Indian Chamber of Commerce Mid-Year Procurement Summit in Anaheim, CA. The mid-year summit focused on updates to procurement, policies, opportunities, and trends. Featured panel speakers included experts in Native American and Tribal Business Development with a focus on relationship building for greater engagement.



On June 19, 2024, Metropolitan staff attended the Asian Business Association—Orange County (ABA-OC) BizCon Business Conference in Garden Grove, CA. The conference included keynote speakers, a mayoral fastpitch contest, an inspirational women's panel, a business procurement panel, an exhibitor hall, and an opportunity to network.



On June 20, 2024, Metropolitan staff exhibited at the Southwestern College APEX Accelerator Small Business Development Center and Women's Business Center Small Business Expo in San Diego, CA. The Small Business Expo II 2024 provides an exhilarating experience transforming entrepreneurial journey by leveraging local opportunities for business success. This included support with specialized lenders, networking with the small business community, and learning about government contracting procurement opportunities.

On June 23, 2024, Metropolitan staff attended the Asian Business Association—Inland Empire (ABA-IE) Health2Wealth Event in Chino Hills, CA.

On June 25, 2024, Metropolitan staff attended the Small Business Diversity Network Recon Live Orange County's Small Business Resource Conference in Irvine, CA.

On June 26, 2024, Metropolitan staff attended the WBEC Pride. In recognition of Pride Month, Business Outreach Staff attended the Women Business Enterprise Council—West Women in Pride: Building Authentic Connections Through Inclusive Leadership, Vulnerability, and Safe Dialogue. About 30 Women Business Owners attended the intimate event.





On June 27, 2024, Metropolitan staff attended the Southern California Minority Supplier Development Council (SCMSDC—B3 Conference and Expo Business Beyond Barriers, in Inglewood, CA. The conference expo introduces Minority Business Enterprises to corporate members and is attended more than any other event of the year. The Supplier of The Year award is presented along with workshops, exhibitors, and matchmaking opportunities.



On June 27, 2024, Metropolitan attended the CMG Alliance 2024 Power Summit in Los Angeles, CA. This is a conference that optimizes exposure for minority Businesses to networking opportunities with member corporations and public agencies. Metropolitan's Business Outreach Manager will be on an agency panel on "How to be Successful in the Government Market."

### **Tribal Outreach & Engagement**

Metropolitan DEI and IT staff met with Soboba Nation to share knowledge regarding the SCADA and cybersecurity systems. Tribal security experts discussed their cybersecurity programs and asked Metropolitan to share best practices that can potentially help the Soboba nation in addressing vulnerabilities in their water systems. The Tribal staff offered insights into the tribe's unique technological landscape and potential vulnerabilities. They also shared their current SCADA applications and asked for assistance on how to improve the system and enhanced security for data protection. In turn, Metropolitan IT specialist provided initial assessment on the tribe's SCADA system pointing out needed improvements and upgrades on what seems to be a less modernized system. Metropolitan staff also offered guidance on implementing robust security protocols and incident response plans. A subsequent meeting is planned to engage other Metropolitan operations specialists to help the Tribe move forward on adopting a more robust SCADA and Cybersecurity programs.

Metropolitan DEI staff met with representatives of the Chemehuevi Nation to continue discussions on the planned solar farm. Previously, the tribe sent a Letter of Intent (LOI) to MWD to signify their genuine interest to partner with Metropolitan in building a tribal-Metropolitan solar farm that will be connected with Metropolitan's Camino Line. DEI staff shared the responses of Metropolitan's operations managers to the LOI, which included compliance with the interconnectivity policy requiring the Tribe to apply for a Feasibility Study agreement with Metropolitan. This will also require a \$250,000 deposit. DEI shared that the Tribe would benefit in consulting with Tribal council so they can decide before investing time and money. The Tribe stated that they will consider partnering with a third-party developer in this case.