



VETERANS ALLIANCE FOR LEADERSHIP, OUTREACH, AND RECOGNITION

EMPLOYEE RESOURCE GROUP

NOVEMBER 19, 2024

Patrick Horton
Kerry McCorkle
Eric Yoshida



Agenda

- Founding Board of Directors
- Mission
- Objectives
- Membership
- Accomplishments
- Future Events

Founding Board of Directors



Albert Rodriguez, Joint, U.S. Marine Corps, 1992-2004
Senior Public Relations Specialist – Communications & Corporate Strategy Division



Eric Yoshida, U.S. Navy, Electrician's Mate Second Class, 1992-1999
Power/Power Engineering Division – Civil Engineering Associate in Civil Engineering Design



Patrick Horton, U.S. Coast Guard, Lieutenant Commander, 2003-2024 (still serving, active reserves)
Legislative and Intergovernmental Affairs (LIGA) - Intergovernmental Affairs Liaison / Lead Utility Services Specialist



Kerry McCorkle, Joint, U.S. Marine Corps, Corporal, Travel Clerk, 1985-1989
Legislative and Intergovernmental Affairs (LIGA) – Intergovernmental Affairs Liaison / Lead Utility Services Specialist



Romulo Morales, U.S. Marine Corps, Main Battle Tank Technician, 2002-2010
Water/Water Engineering & Technical Services (WETS) Division – Mechanical Engineering Associate III in Project Engineering, Mechanical Design Group



James Tenorio, U.S. Navy, Boatswain's Mate Second Class 1992-1996
Joint/Customer Service Division - Utility Services Specialist in Revenue Credit and Management



Ezequias Gonzalez, U.S. Marine Corps 0621, Field Radio Operator, 2004-2008
Water/Water Engineering & Technical Services (WETS) Division – Civil Engineering Associate II in Construction Management Group

Our Mission

LADWP-VALOR was created to advance LADWP's diversity and inclusion strategy for the interest of employees who actively serve or served in the military.

LADWP-VALOR will serve, promote, and advocate for a supportive workplace environment by offering networking opportunities, mentorship, volunteering, and fostering a culture that values and respects the contributions of all employees.



Objectives

- Build stronger relationships among LADWP veterans and employees throughout LADWP.
 - Form and maintain effective mentoring and empowerment groups to carry out the LADWP-VALOR mission.
 - Provide personal and professional development opportunities (career advice, leadership development, new veteran employee sponsor, and mock interviews).
 - Promote understanding and professionalism in the workplace to improve working relationships and serve as a resource for those still serving (e.g., reserve service members employed at LADWP / USSERA, SSRA, city charter, military leave, etc.).
 - Work with other organizations, both internal and external to the LADWP, to expand the networking and educational opportunities of LADWP-VALOR members.
 - Engage with veteran-focused resource groups and organizations (LA County Military and Veterans Affairs, American Legion, VFW, DAV, and Goodwill) to inform veterans about career opportunities at LADWP and enhance the Department's recruitment efforts.
 - Conduct employment recruiting among service members being released from active duty or reserve members seeking city employment.
- (continued)

Objectives (cont.)

- Develop and implement diversity recruitment and retention strategies to ensure a supportive and inclusive environment for veterans.
- Recruit veterans to city service through outreach and educational activities.
- Retain veterans by providing a support structure, education, and career progression assistance.
- Recognize veterans by planning activities that honor their military and city service.
- Offer support to employees who are deployed or preparing for deployment by providing education on USERRA/SSRA rights, assisting with benefits and reintegration, maintaining communication during deployment (e.g., phone calls, letters), and recognizing their service upon return with formal acknowledgement at a board meeting.
- Advocate for expanded and streamlined eligibility for veteran employees to buy back active duty or reserve deployment time.
- Provide members with opportunities to serve the broader veteran community through visits to VA patients at the Alameda Clinic in Downtown LA, the Sepulveda VA in West LA, and other VA healthcare facilities.
- Engage in community outreach at veteran and memorial events, and recognition ceremonies (e.g., at ball games), while promoting LADWP's contribution, such as employment opportunities, recruitment efforts for veterans, accommodations for disabled veterans, and additional civil service points.

Membership

The LADWP-VALOR Employee Resource Group (ERG) is **open to all LADWP employees**, regardless of age, race, gender, ethnicity, religion, sexual orientation, veteran status, or disability.

Veteran Status is not a requirement of VALOR membership. To the contrary, all who support and care for veterans are welcome to participate and contribute to the goals and functions of LADWP-VALOR.



Membership
Request Form



★ VALOR ★



Accomplishments

- First Veterans ERG Planning meeting held on July 10, 2024. Approximately 27 veterans and 10 veteran supporters attended.
- Current VALOR ERG mailing list consists of 80 employees and growing.
- VALOR participated in its first informational booth at the New Employee Orientation event on September 11, 2024.
- LADWP email, VALOR@ladwp.com, created.
- Bylaws finalized on October 18, 2024.
- Established interim leadership consisting of Founding Board of Directors.
- Collaborate with LADWP DEI team and external outreach with VA, State Senate, and Council Offices.



Future Events



***Upcoming Clothes Drive at
Various LADWP Facilities -
Announcement to Come***

VALOR



★ VALOR ★

VETERANS ALLIANCE FOR LEADERSHIP, OUTREACH, AND RECOGNITION

For more information about VALOR,
email us at:
VALOR@ladwp.com

Thank you!



Membership
Request Form