

**EDWARD SIMON (he/him), Co-Founder and Chief Operating Officer, The Diversity Advisors**



With 23 years of experience in the water utilities industry and the last 15 years being focused on and dedicated to advancing diversity, equity, inclusion, belonging, and acceptance (DEIBA), including diverse suppliers, his deep passion for fostering inclusive cultures and driving meaningful change has been at the forefront of his professional journey. Throughout his career, he has consistently championed DEIBA initiatives, striving to create environments where everyone feels valued and empowered.

Edward's leadership roles within the utility industry have been transformative, resulting in a 48% supplier diversity spend and substantial improvements in organizational Diversity, Equity, and Inclusion (DEI) efforts. His experience includes project management, operational coordination of strategic customer service projects, operational implementation of critical performance monitoring infrastructures, and supplier and workforce diversity programs. His leadership ideologies provided the structural integrity for implementing several innovative internal and external partnership programs, impacting performance growth, supplier diversity, and the cultural shift in DEI efforts in the utility space.

He holds a Bachelor of Arts in Organizational Studies from Fontbonne University, a Master of Science in Executive Leadership from the University of San Diego, a Diversity Professional Certification from the National Diversity Council, and a Diversity and Inclusion Certification from Cornell University. Edward was named Asian Business Association's 2019 Advocate of the Year, Veteran in Business Corporation of the Year, American Water's Business Unit of the Year, and Advocate of the Year Awards.

Edward serves on three boards: the San Diego Equality Business Association Co-President, the DEI Committee University of San Diego Alumni Board Chair, and the Cordova Homeowner Association. He has also chaired the Asian Business Association Advisory Council, the California Joint Utilities, and the California Water Association DEI Committee. He has served as vice president of the Los Angeles LGBTQ+ Chamber of Commerce.