



Equity, Inclusion, and Affordability Committee

Update on Workforce Analytics

Item 6a
May 14, 2024

Item # 6a

Update on Workforce Analytics

Subject

Transparency on overall workforce analytics, specifically as it relates to gender and ethnic diversity for workforce as a whole and in hiring and promotions trends

Purpose

Informational update



DEI DIVERSITY
EQUITY &
INCLUSION

Building A Water Industry Future
That Leaves No One Behind

Metropolitan Workforce Snapshot

EEO-4 Report Job Categories

- **Officials & Administrators** – Management – Executive Group, Section, Unit, Team, etc.
- **Professionals** – Engineers, Admin Analysts, Accountants, HR Analysts, etc.
- **Technicians** – Engineering Techs, Water Quality Techs, Designers, etc.
- **Protective Service** – Security Specialists
- **Paraprofessionals** – Accounting Techs, Admin Assistants, HR Assistants, etc.
- **Administrative Support** – Lab Assistants, Mailroom Assistants, Office Assistants, etc.
- **Skilled Craft Workers** – O&M Techs, Pump Plant Specialists, Water Treatment Operators, etc.
- **Service Maintenance** – Commercial Truck Drivers, Pre-Apprentices, O&M Assistants, etc.

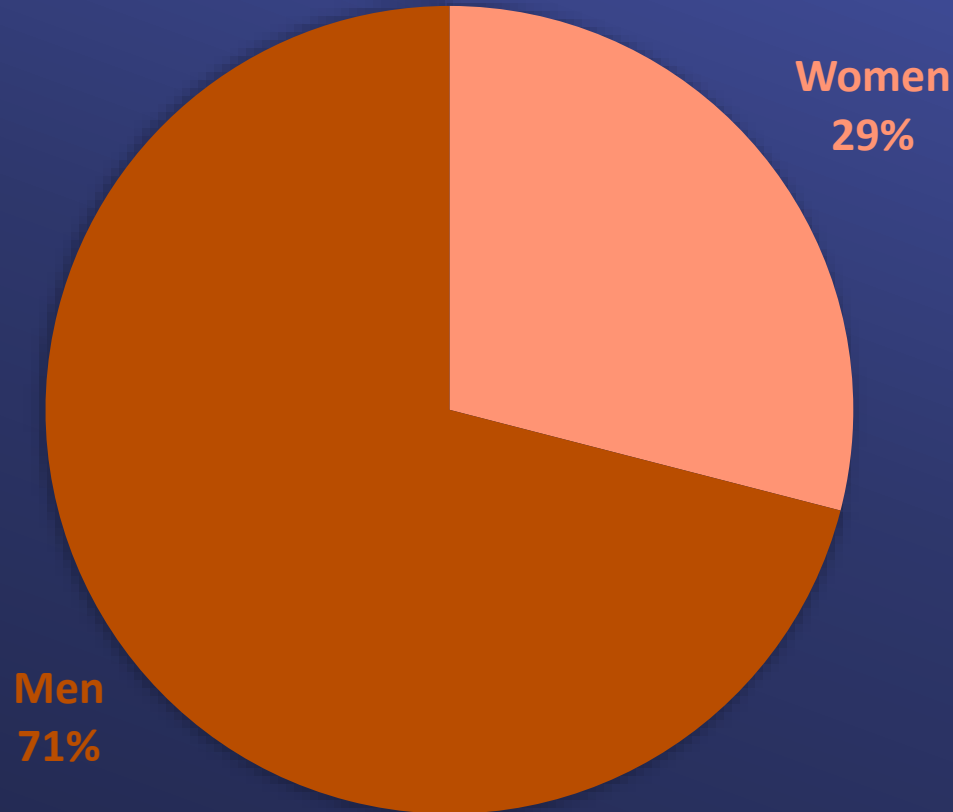
Metropolitan Workforce Snapshot

This section is a general overview of Metropolitan's workforce as of June 30, 2023, unless otherwise noted.

Metropolitan Workforce Snapshot

Metropolitan's
workforce by gender:

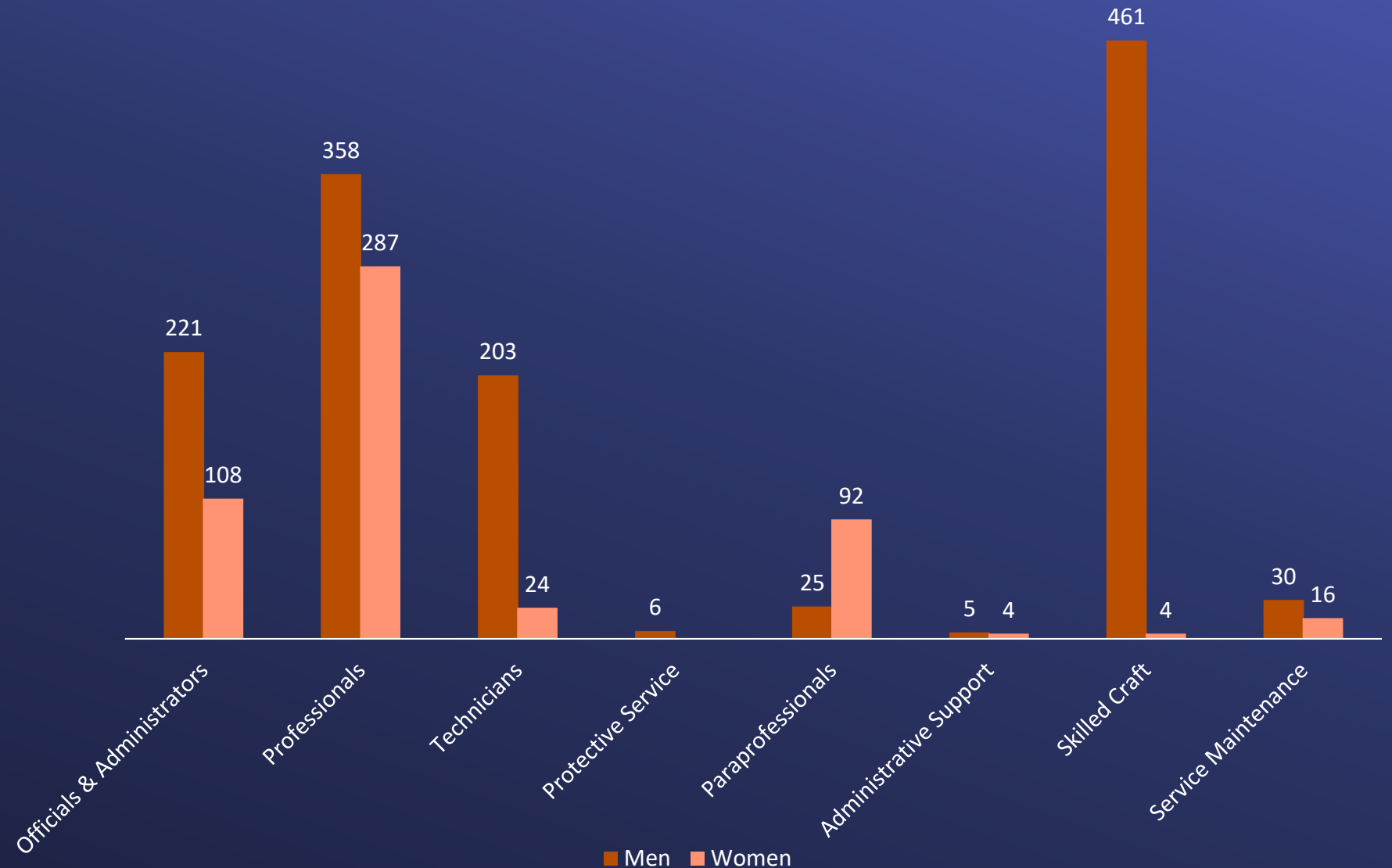
Men – 1309 (71%)
Women – 535 (29%)



Metropolitan Workforce Snapshot

Metropolitan's
distribution of men and
women by EEO category.

Positions by EEO Code - Men and Women



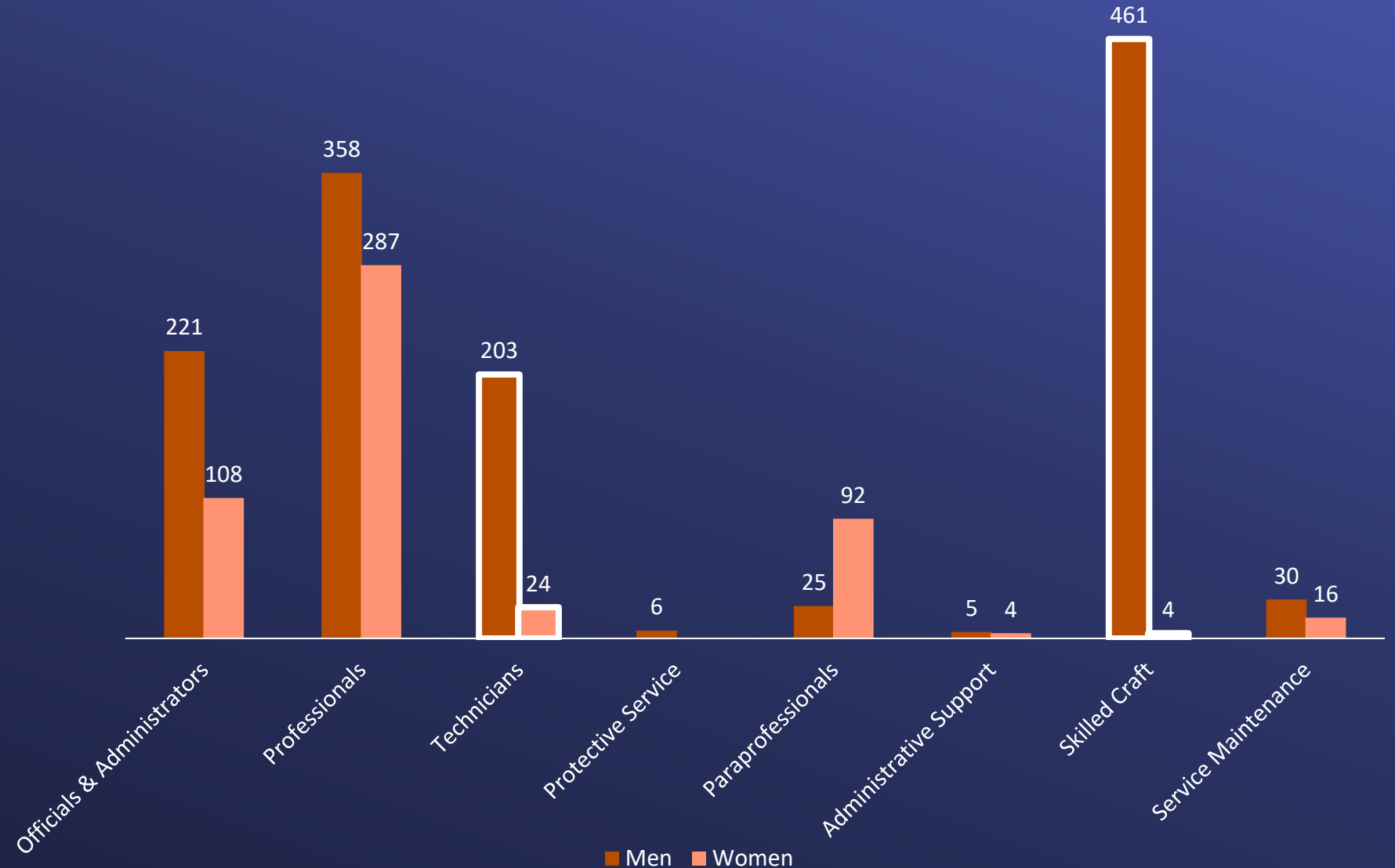
Metropolitan Workforce Snapshot

Highlights:

1. Men occupied almost the entirety of the Skilled Craft classifications. One item to note is the O&M Tech/Supervisor job family (66% of Skilled Craft) was comprised of 305 men and one woman.
2. In addition, the last cohort of graduates for the Apprenticeship program were all men.
3. Men occupied most of the Technicians classifications (Engineering Techs, Water Quality Techs, Designers, etc.)

May 14, 2024

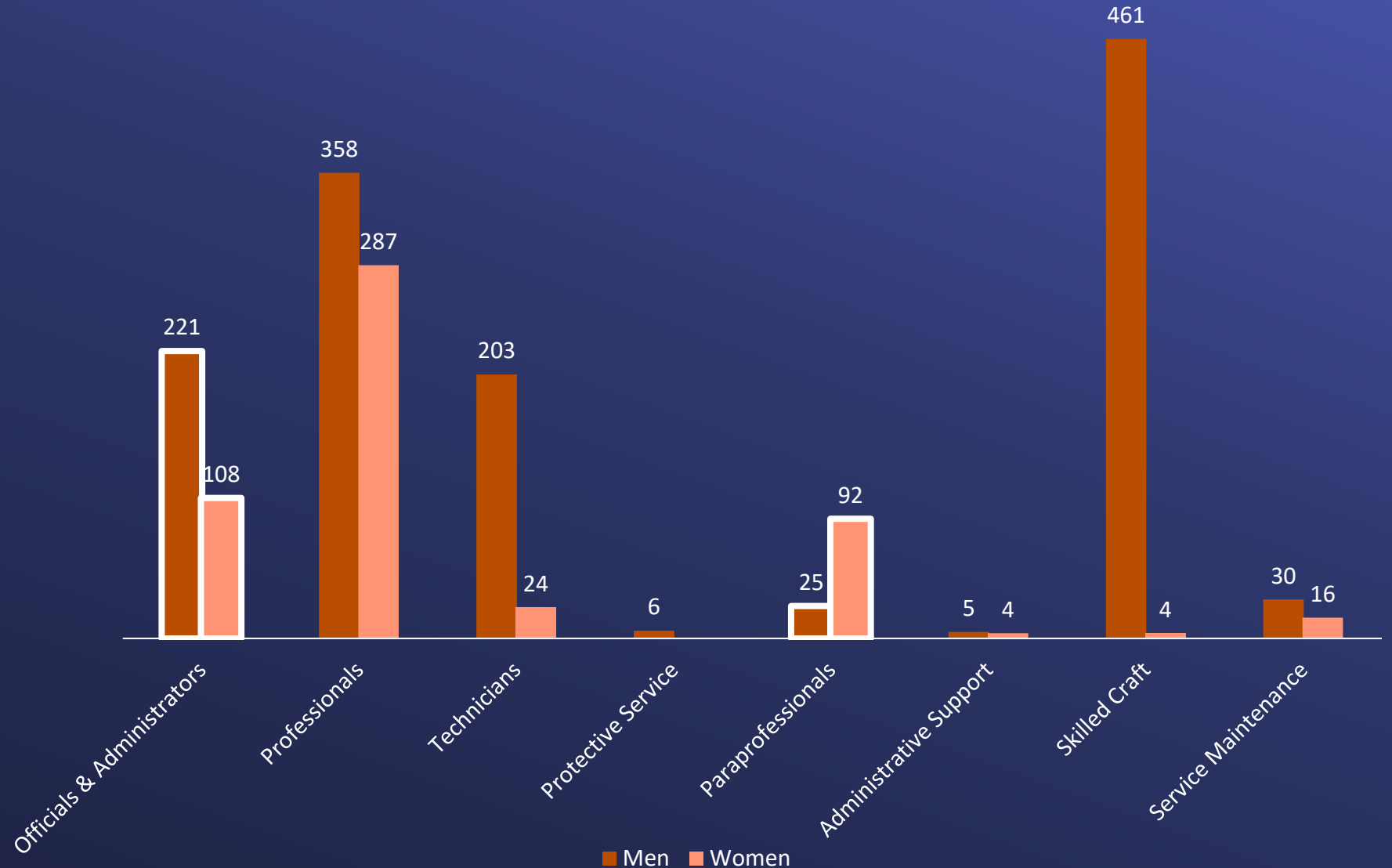
Positions by EEO Code - Men and Women



Metropolitan Workforce Snapshot

- Officials & Administrators is the EEO category that is comprised of management positions. While women made up 29% of Metropolitan's workforce, they represented 33% of management.
- Women occupied most of the Paraprofessionals classifications (Accounting Techs, Admin Assistants, HR Assistants, Storekeepers, etc.)

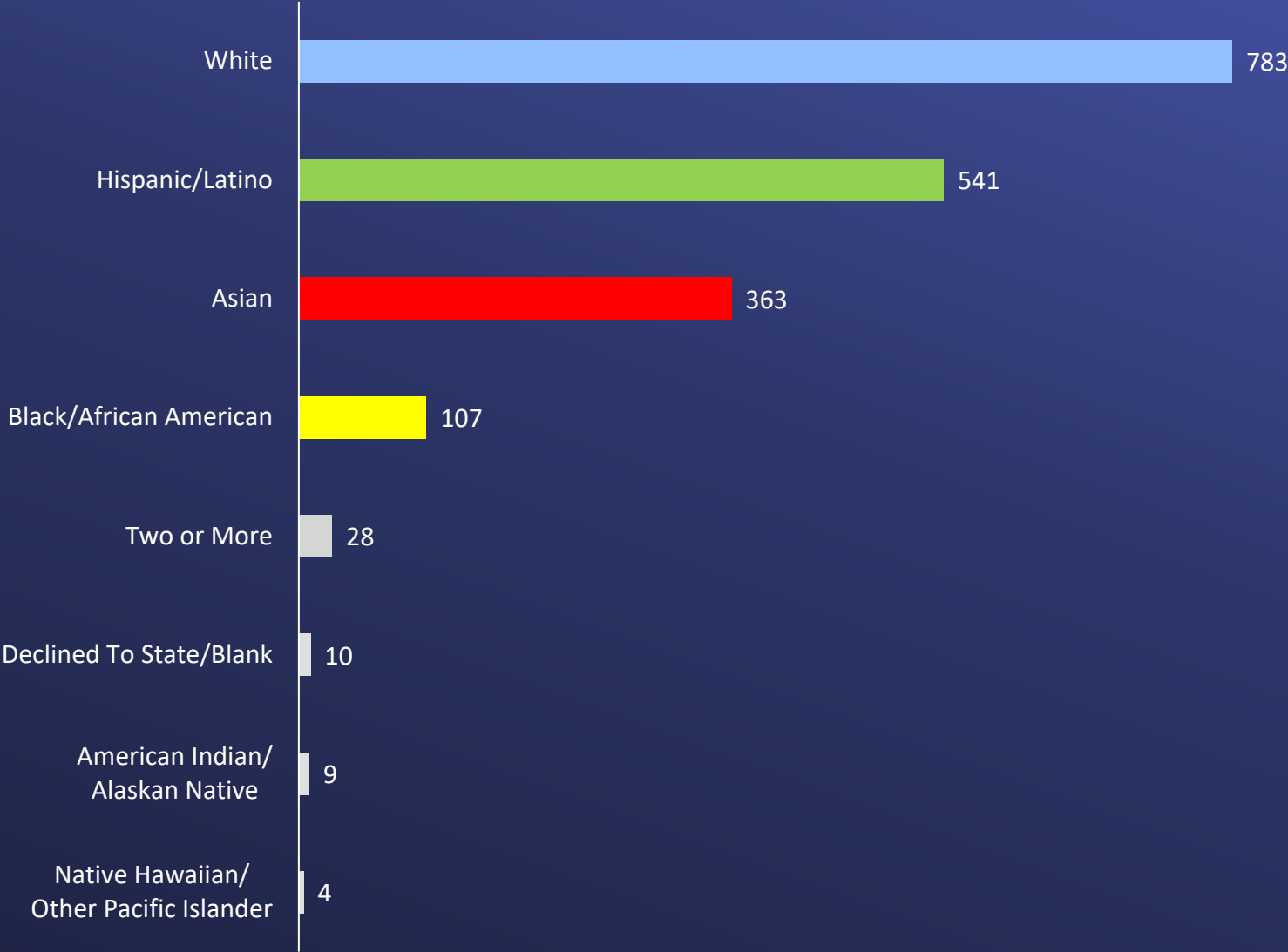
Positions by EEO Code - Men and Women



Metropolitan Workforce Snapshot

White, Hispanic/Latino, Asian, and Black/African American are the four largest race/ethnic groups, collectively making up over 97% of the district workforce. This chart shows the number of employees for each race/ethnic group.

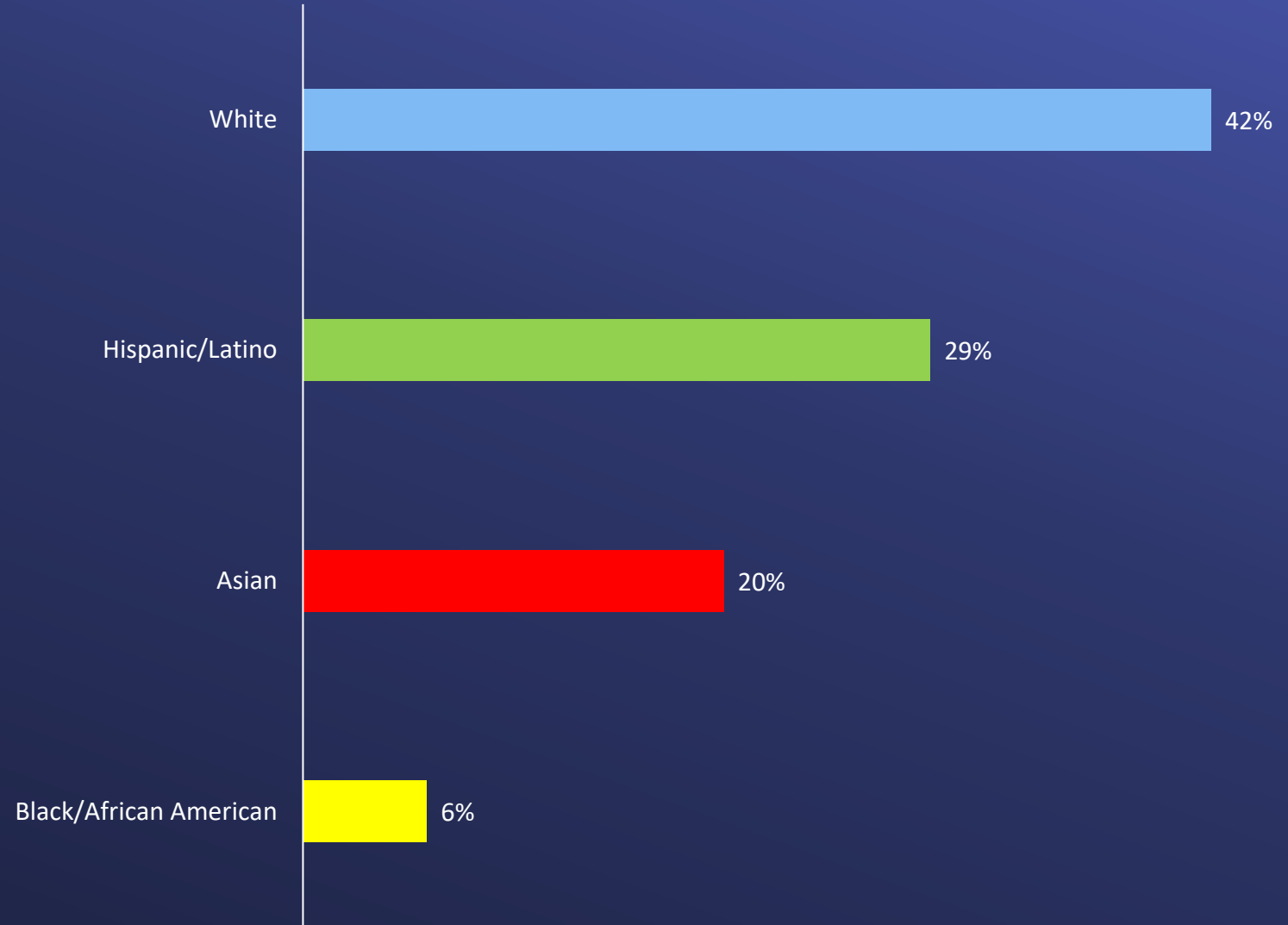
Number of Employees by Race/Ethnicity



Metropolitan Workforce Snapshot

Here we focus on the four largest groups, each shown as a percentage of Metropolitan's workforce.

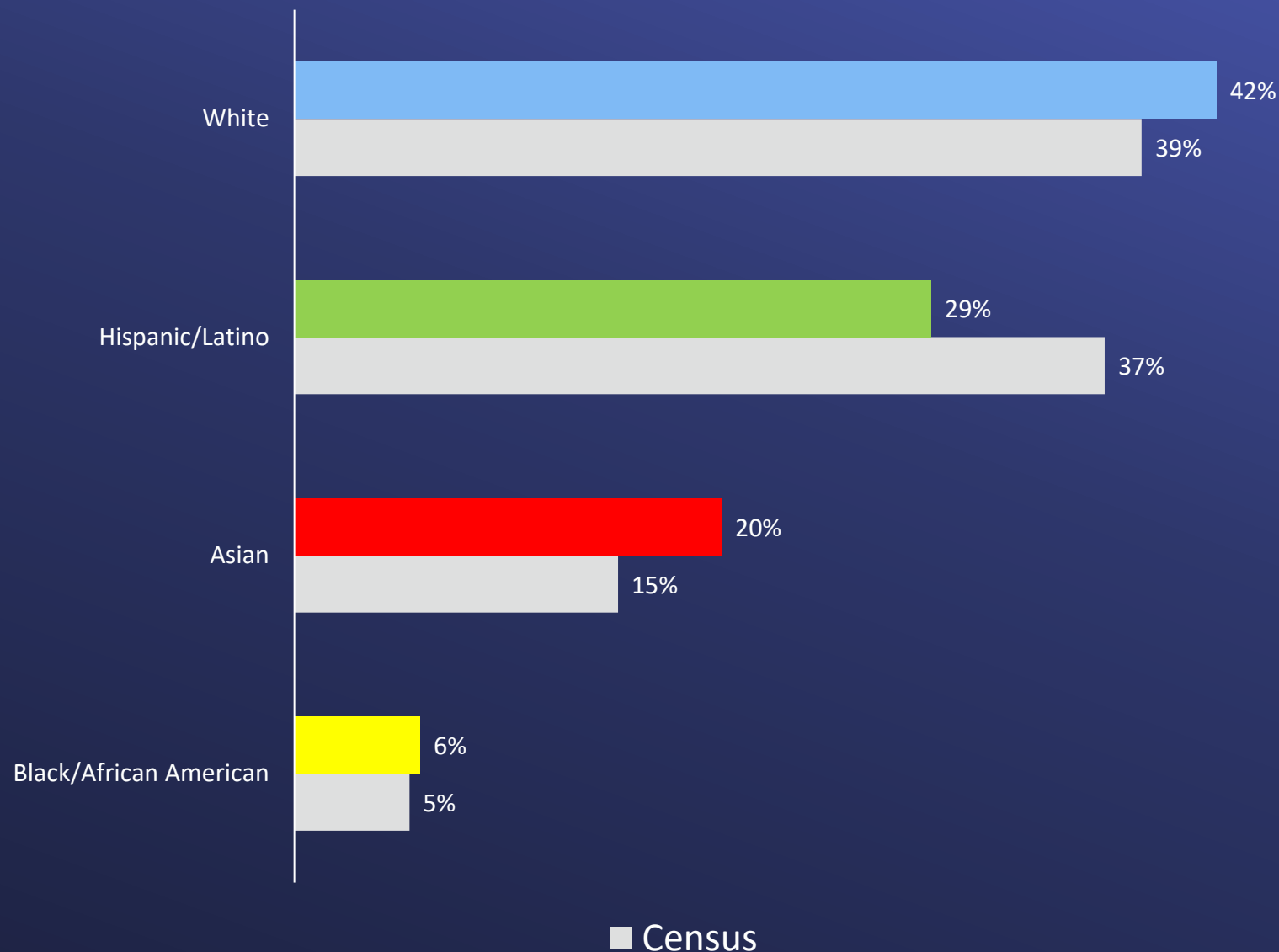
Percentage of Employees by Race/Ethnicity



Metropolitan Workforce Snapshot

Here we compare the Metropolitan's percentages to the US Census American Community Survey (2014-2018) for California's civilian labor force. This is the latest version of this community survey.

Percentage of Employees by Race/Ethnicity



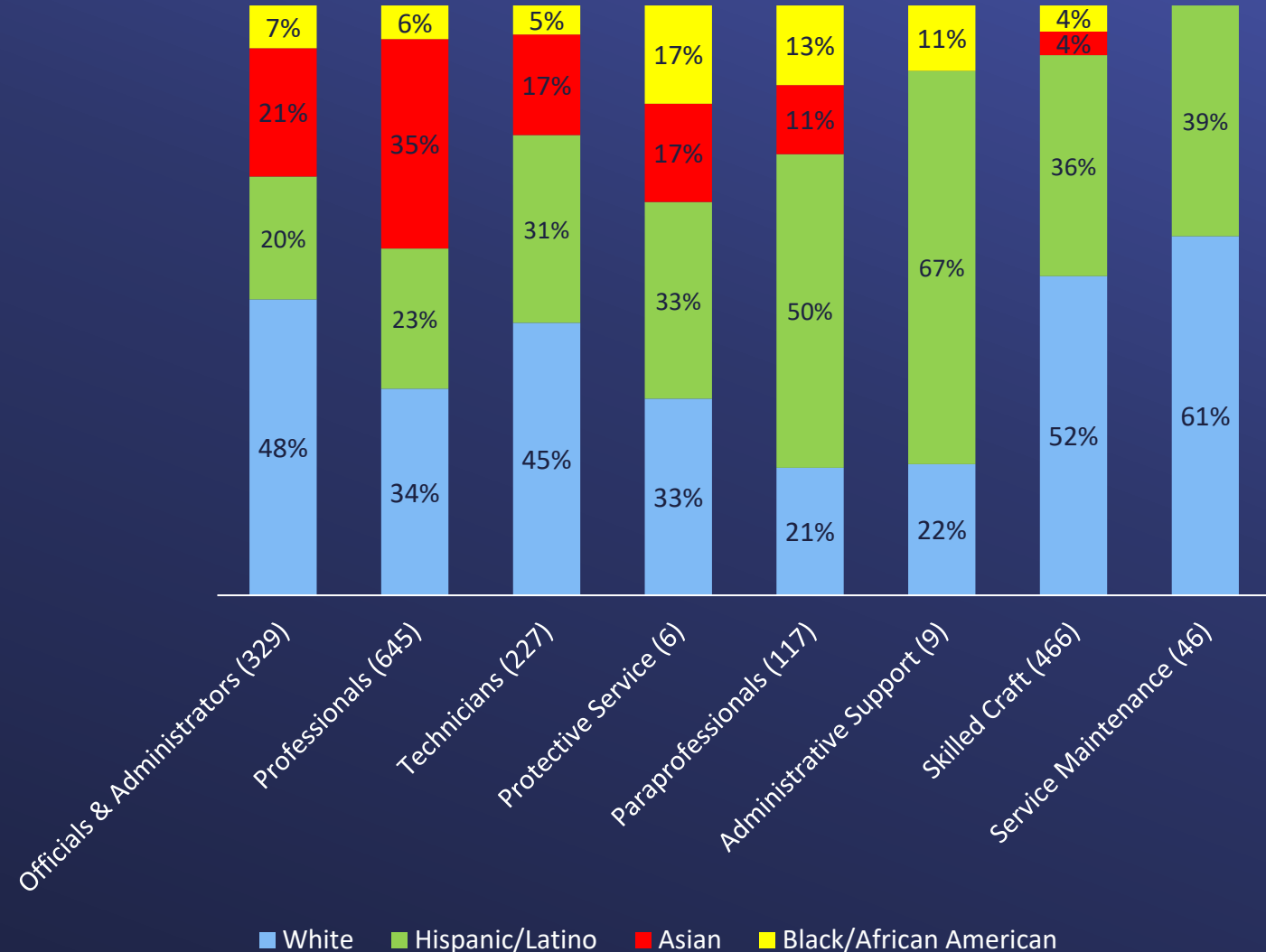
Metropolitan Workforce Snapshot

Here we see the compositions of each EEO category for the four major race/ethnic groups.

As noted previously, below are the percentages for Metropolitan's overall workforce:

White – 42%
 Hispanic/Latino – 29%
 Asian – 20%
 Black/African American – 6%

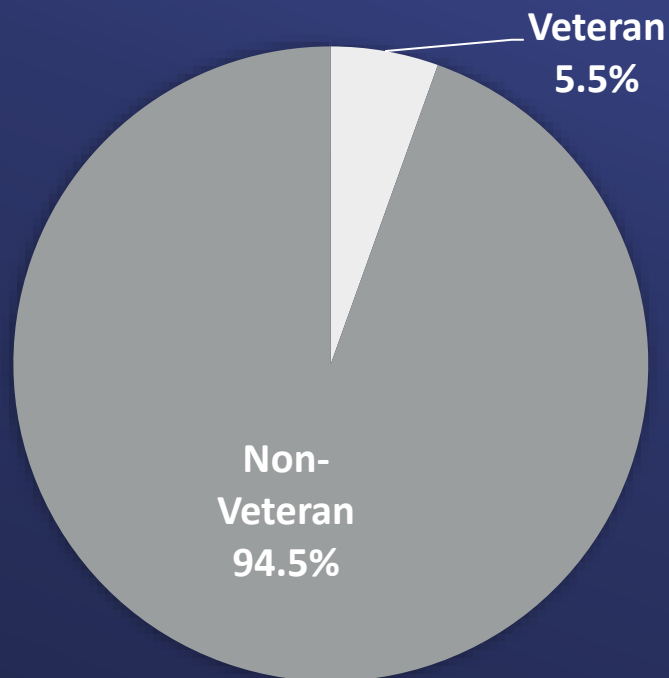
Race/Ethnicity Representation by EEO Category



Metropolitan Workforce Snapshot

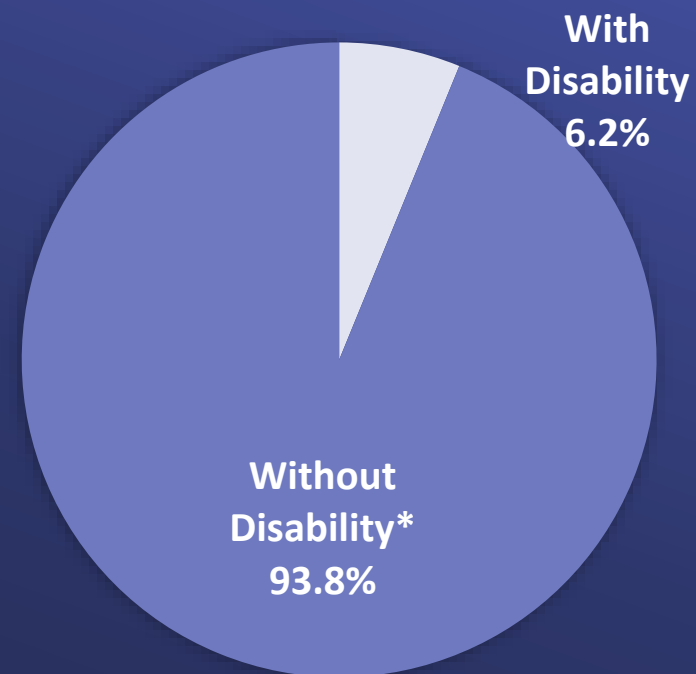
- Military veterans – 102 (5.5% of workforce)
- Employees with disabilities – 114 (6.2% of workforce)

Military/Veteran Employees
(102)



5.2% hiring benchmark
established by the OFCCP

Employees with Disabilities
(114)



7% aspirational goal
established by the OFCCP

*includes those who did not respond to survey and those who chose not to disclose.

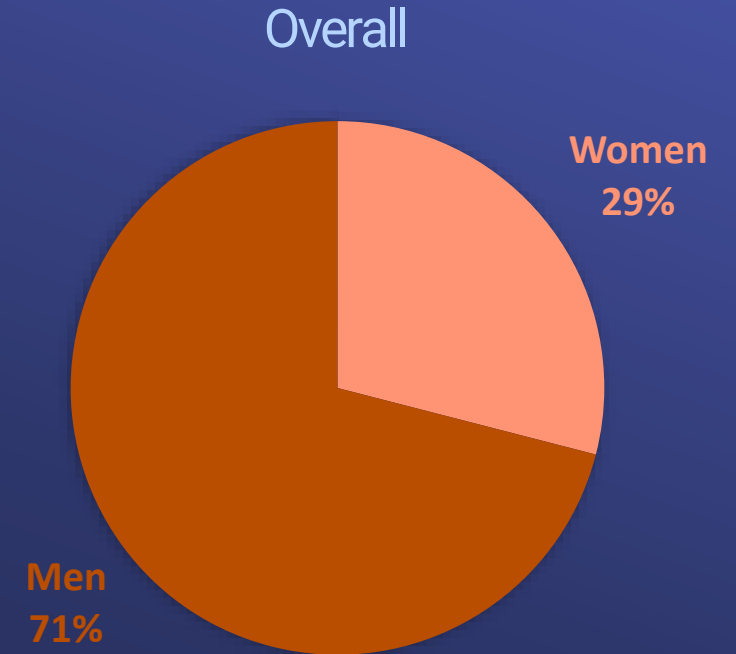
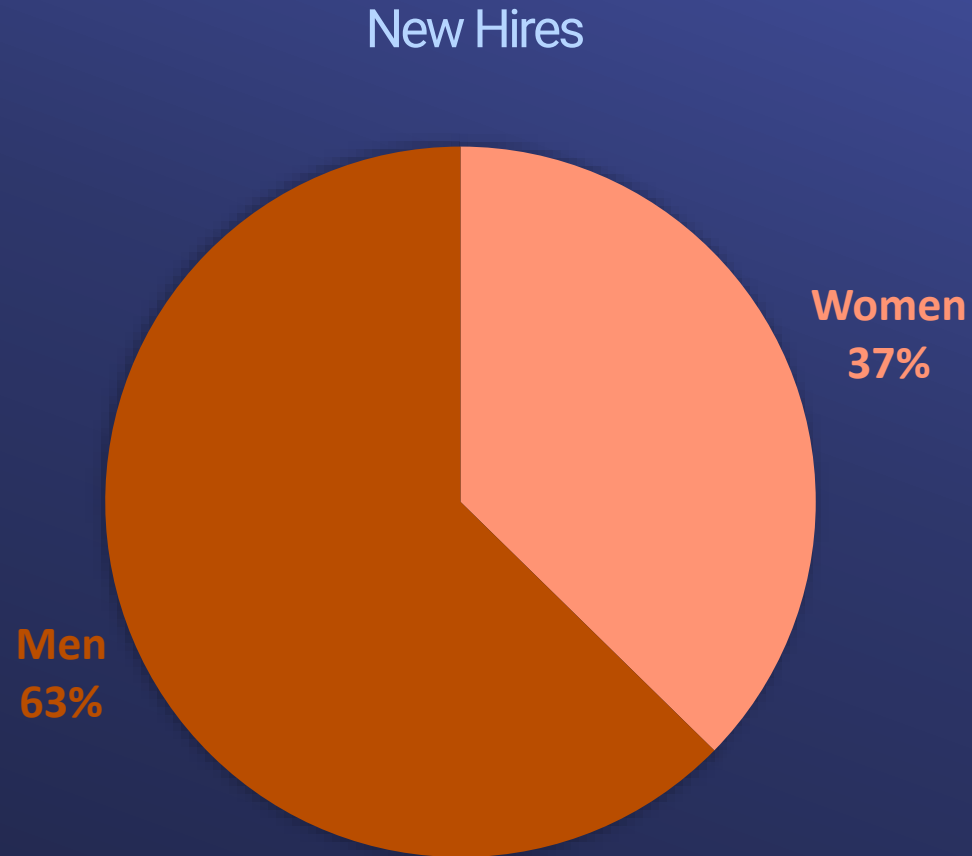
New Hires

This section is a general overview of new hires who joined Metropolitan during fiscal year 2022/2023.

New Hires

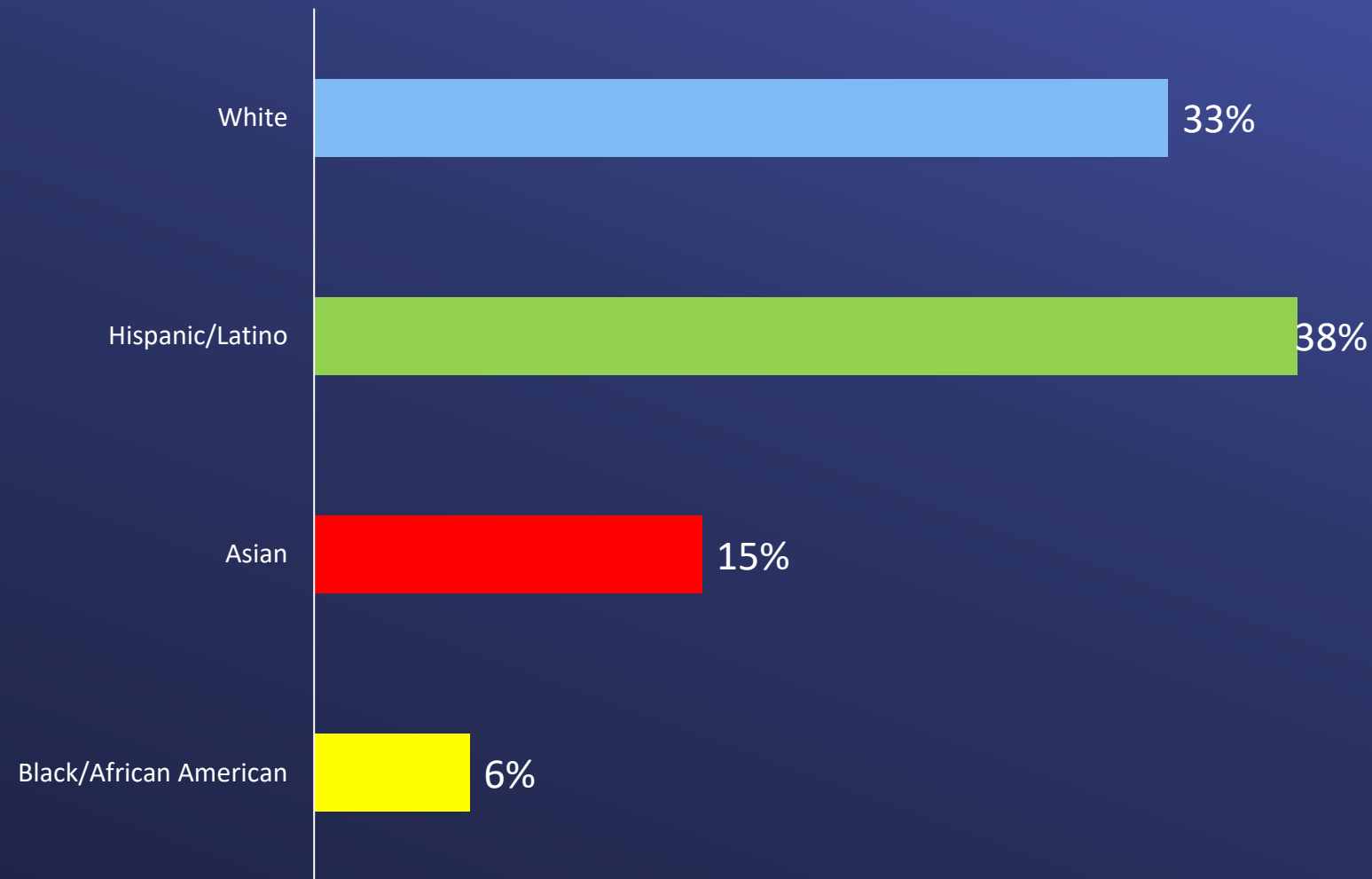
Metropolitan hired 151 employees throughout FY 22/23. Of those, 94 were men, 56 were women, and one did not report a gender. Men and women made up 63% and 37% of new hires, respectively.

As shown previously, women made up 29% of Metropolitan's overall workforce as of June 30, 2023.



New Hires

Percentage of New Hires – By Race/Ethnicity



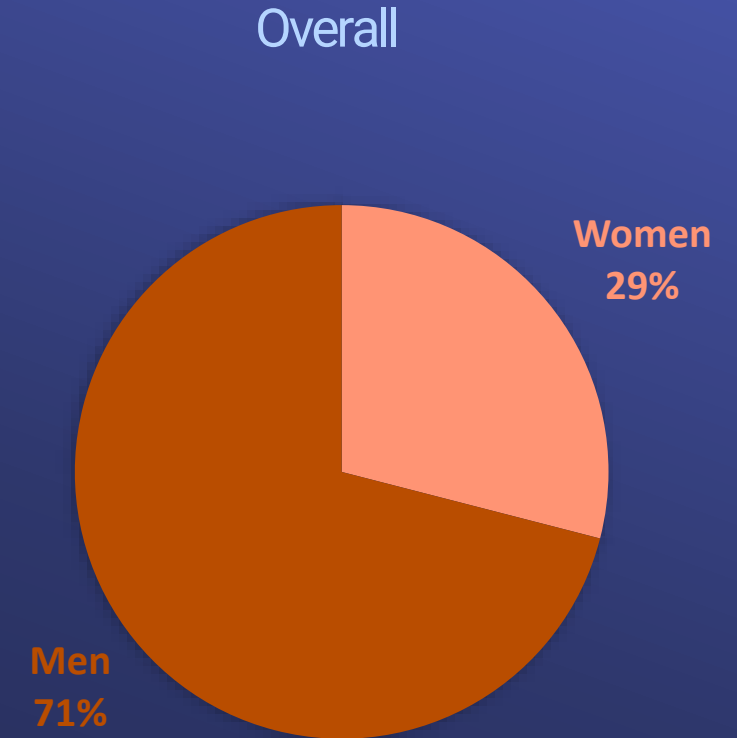
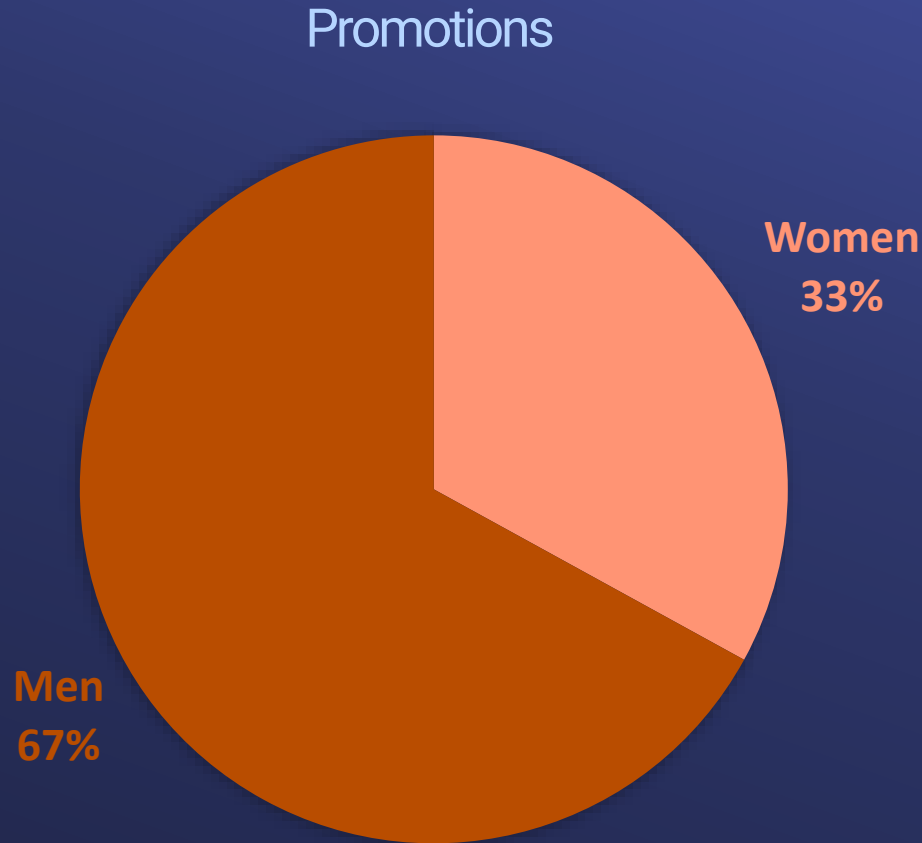
Promotions

This section is a general overview of promotions during fiscal year 2022/2023.

Promotions

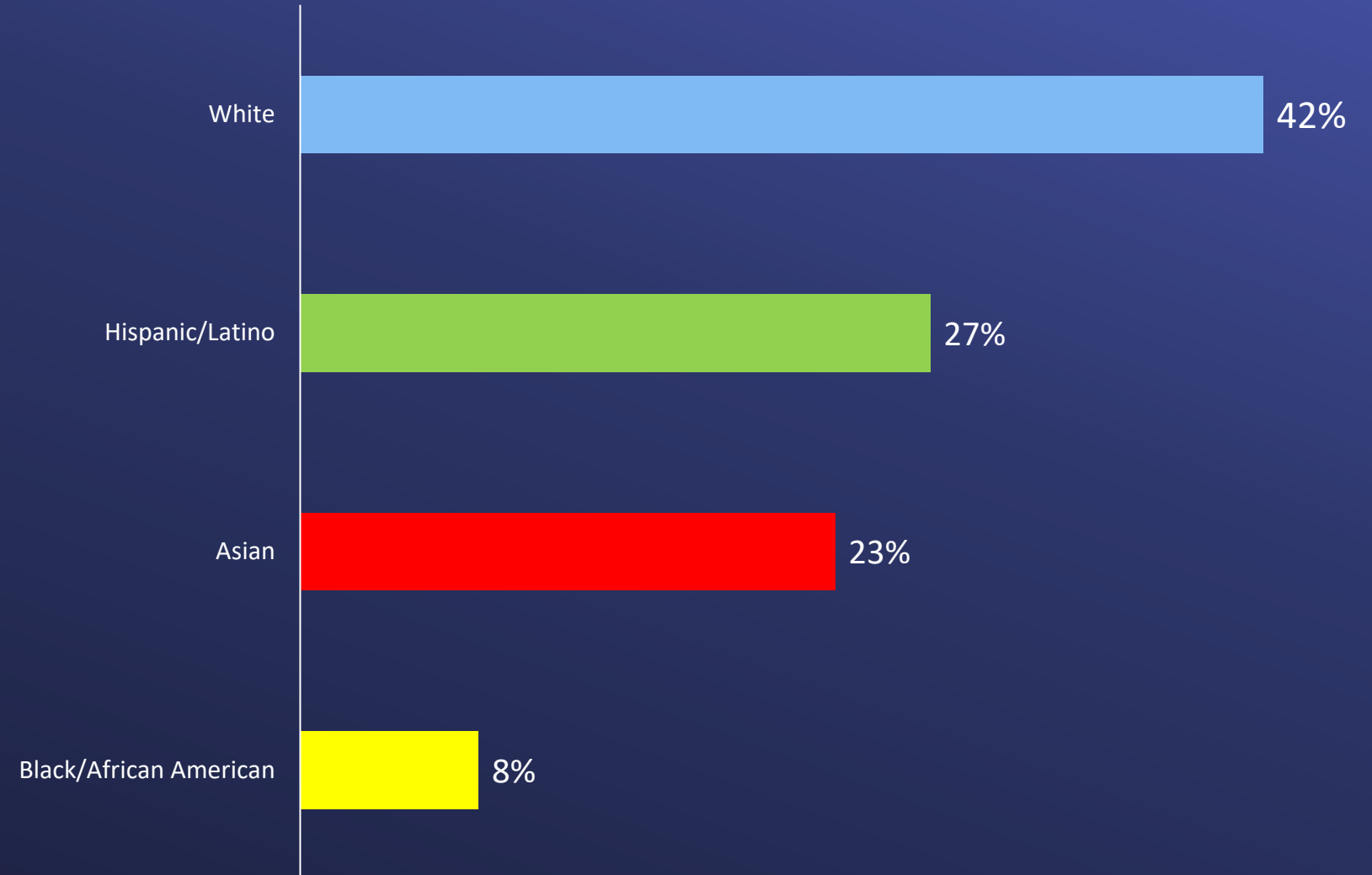
Metropolitan promoted 197 employees throughout FY 22/23. Of those, 132 were men, and 65 were women.

Women made up 33% of all promotions, while representing 29% of Metropolitan's overall workforce.



Promotions

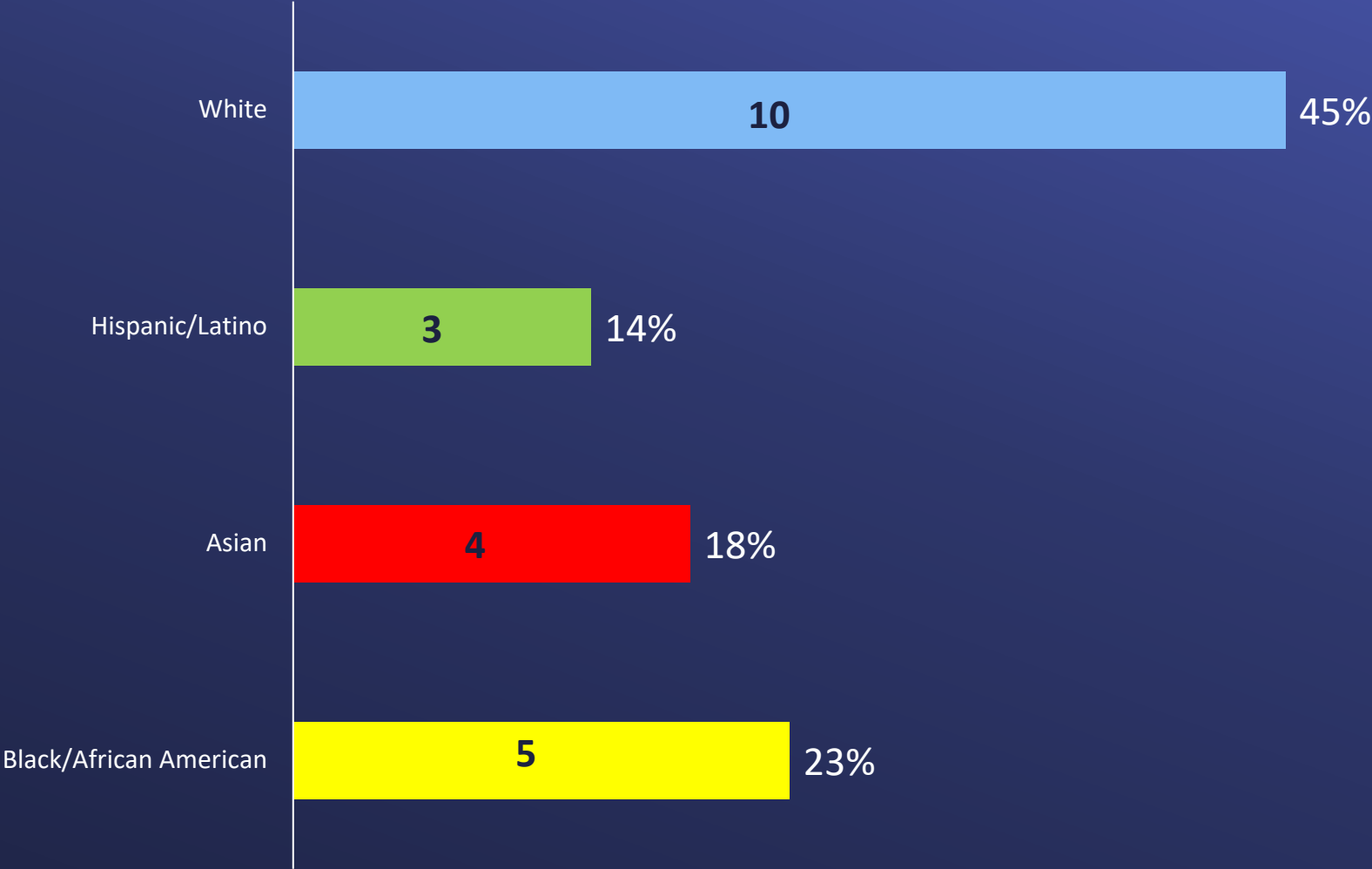
Percentage of Promotions – By Race/Ethnicity



Promotions

Promotions to **management positions (22 total)** by race/ethnicity,

Percentage of Promotions (Management) – By Race/Ethnicity



Key Takeaways/ Next Steps



- In response to the State Audit and as part of our DEI strategic plan, we committed to taking a **more proactive, data informed approach** so that we could identify areas of opportunity before they become areas of concern. This is a first step in creating a baseline and we will continue to evolve our analytics/data-informed approach
- Continued partnership between **EEO, DEI & HR**
- Continued focus on **increasing pipeline** of qualified, diverse talent into Met, informed by our areas of greatest opportunity
- Holistic focus not only on workforce pipeline development but also on **building a culture in alignment with our values** where employees are seen, respected and valued and ensuring a water future that leaves no one behind

