



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity Group

• **Equal Employment Opportunity Activity Report – Supporting the General Manager’s Business Plan (September 2025)**

Summary

This report summarizes the Equal Employment Opportunity activities for September 2025, aligned with the General Manager’s business plan.

Purpose

Informational

Detailed Report

To assist with addressing employee concerns regarding promotional opportunities, the Equal Employment Opportunity (EEO) Office participated as neutral observers on interview panels for one recruitment this month, in which 8 candidates were interviewed. EEO’s role on the panels ensure there is consistency across the recruitment and selection process, including that interview scores are supported by the responses, and that no irrelevant factors outside of a candidate’s knowledge, skills and abilities influence scores. Additionally, EEO’s participation as an observer in the recruitment and selection process for select recruitments may help reduce the perception of bias, and allows employee concerns to be addressed along the way to reduce the potential of future EEO complaints.

This month, EEO participated in one Hiring Strategy Meeting as part of Metropolitan’s commitment to equal employment opportunity in the recruitment and selection process. The purpose of a Hiring Strategy Meeting is for EEO to meet with Human Resources Recruitment staff and the Hiring Manager prior to posting any position that is underutilized or has been flagged by EEO requiring EEO’s oversight. Discussion topics include, but are not limited to: the requirements for the position and ensuring that only requirements and criteria that are relevant to the position and justified by “business necessity” are included; the efforts undertaken to enhance outreach efforts when the position to be filled is in a job group identified as having underutilization; and the list of recruitment sources to be used, ensuring the source list demonstrates good faith efforts to attract qualified women, people of color, protected veterans, and individuals with disabilities.

Lastly, as part of the EEO Office’s commitment to transparency in the EEO process, the following complaint data for September 1, 2025 –September 22, 2025, is included in this report:

