



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity Group

- **Equal Employment Opportunity May 2024 Monthly Activity**

Summary

This report provides a summary of Equal Employment Opportunity May 2024 Monthly Activities.

Purpose

Informational

Attachments

None

Detailed Report

EEO Policies Annual Review

The Equal Employment Opportunity (EEO) Office is currently conducting its annual review of the EEO Policy (H-07) and Sexual Harassment Prohibition Policy (H-13) to ensure that the policies continue to be in alignment with industry standards, best practices, and current EEO laws and regulations. Before the EEO Office implemented its annual policy review, the EEO policy was not consistently or proactively evaluated to ensure that it was operationally efficient and compliant. As part of the annual review process, Metropolitan's bargaining units will have the opportunity to review the updates made to the policy, along with General Counsel, Employee Relations, and EEO's legal advisors. The EEO policy review process is expected to be completed by July 2024.

Recruitment Source Addition

EEO worked in partnership with Human Resources to include Careers in Government to Metropolitan's external job announcements. Careers in Government will post external recruitment to minority groups to include Veteran Jobs in Government, Latino Jobs in Government, Asian Jobs in Government, Disability Jobs in Government, African American Jobs in Government, LGBTQ in Government, Women in Government, Retiree Jobs in Government, and Native American Jobs in Government.

EEO Company Statement Revision

EEO updated Metropolitan's job announcement tagline to state, "Metropolitan is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to disability, status as a protected veteran, or any other protected characteristic(s)." Previous language stated, "Metropolitan is a Federal and State EO employer—Veterans/Disabled and other protected categories."

Non-Discrimination Programs

EEO has completed the FY23 (July 1, 2022–June 30, 2023) Non-Discrimination programs and has identified underutilized positions which will be disseminated to the unions by the end of the fiscal year.