



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity (EEO) Officers Report for March 2026

Monthly EEO Complaint Data

As part of the EEO Office's ongoing commitment to transparency in the EEO process, the following complaint data for July 1, 2025 – February 11, 2026, is included in this report. Since July 1, 2025, the EEO Office has received 54 complaints, with two complaints filed in February 2026, as of the running of this report.

EEO Concurrence Process

To assist with addressing employee concerns regarding promotional opportunities at Metropolitan, the EEO Office participated as neutral observers on three interview panels in February, in which 16 candidates were interviewed. EEO's role on interview panels ensures there is consistency across the recruitment and selection process, including that no irrelevant factors outside of a candidate's knowledge, skills, and abilities influence interview scores. EEO's participation as an observer in select recruitments may also help reduce the perception of bias, and allows employee concerns to be addressed at an early stage to reduce the risk of future EEO complaints.

Mandatory EEO Training Compliance

Per Metropolitan's EEO policies, all Metropolitan employees and Board Directors are required to complete sexual harassment prevention training. The training is aimed at increasing the understanding of, and preventing, workplace sexual harassment and other types of harassment, discrimination, and retaliation based on EEO-protected characteristics, and abusive conduct.

Compliance statistics for February: Supervisor/Manager (98.4 percent compliance rate); Non-Manager (98.7 percent compliance rate); and Board of Directors (94.6 percent compliance rate).

While every Metropolitan employee and Board Director is responsible for ensuring they remain in compliance with their respective training requirements, EEO staff will continue monitoring compliance records and issuing reminder compliance notices to individuals whose training requirements have elapsed, in order to seek a 100 percent compliance rate.

Outreach & Engagement

This month, Jonaura Wisdom, Chief EEO Officer, presented at the first in-person meeting of the year for the Women at Metropolitan Membership Meeting. Jonaura shared key lessons she learned throughout her career and provided tools for professional growth. EEO leadership also presented at the Human Resources Group Managers meeting to provide managers with information about the EEO Roundtable Process for substantiated EEO findings. Lastly, EEO leadership presented at the Diversity, Equity, and Inclusion (DEI) All-Hands Meeting to provide DEI staff with information on Metropolitan's mandatory reporting requirements for EEO complaints and the referral process.

The EEO Office utilizes these outreach and engagement opportunities to continue to raise awareness of the EEO process and foster an environment at Metropolitan where employees can represent their race, age, gender identity, sex, national origin, religion or any other protected characteristic without discrimination, harassment or retaliation.

Professional Development

EEO staff continue to complete trainings to support professional development in order to continue providing excellent work and abiding by industry best practices. Trainings completed this month include: *Trauma-Informed Strategies for Workplace Investigations; Balancing Confidentiality, Privacy, Privilege and Transparency in Effective Workplace Investigations; and Employment Rights of People with Disabilities.*

EEO's Guiding Principles

AWARENESS

We seek to create a heightened awareness of EEO rights and edify the Metropolitan family through professional and personal growth. We commit to creating a harassment-free work environment and enhancing cultural competency.

ACCOUNTABILITY

We hold ourselves to the highest standards. We live our values and truths, and work to maintain reliable and trustworthy governance. We enforce a zero-tolerance policy that prohibits discrimination, harassment and retaliation in any form. We will work diligently to ensure corrective action is taken in response to any EEO policy violation.

INTEGRITY

We will communicate openly and honestly, listen, and respectfully value multiple perspectives. We will do what we say and be accountable for everything we do. We strive to do the right thing, always, even when it isn't easy.