



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 (December 2025)**

### Summary

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

### Purpose

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Informational

### Detailed Report

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On December 1, 2025, the EEO Office conducted an EEO Concurrence Recruitment and Selection Process training for the Human Resources Recruitment team. The training provided recruiters with an overview of EEO’s role and purpose, emphasizing EEO’s oversight responsibilities throughout the recruitment and selection process. During the training, recruiters were also provided with an update on Metropolitan’s Nondiscrimination Program (NDP) results, specifically as they relate to updated underutilized job classifications. EEO’s Concurrence Recruitment and Selection Process supports the State Audit requiring Metropolitan to develop and execute policies and procedures designed to correct issues identified in its NDP analyses.

As part of the EEO Office’s commitment to transparency in the EEO process, the following complaint data for July 1, 2025 – December 22, 2025, is included in this report. Since July 1, 2025, EEO received 44 complaints, with 7 of those complaints received in December 2025.

