



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity

• EEO Monthly Activity Report for the Month of April

Summary

This report provides a summary of the Equal Employment Opportunity Monthly Activities for the month of April.

Purpose

Informational

Attachments

None

Detailed Report

Desert Visits

To increase awareness of Metropolitan's EEO policies and programs across all Metropolitan facilities, and to help safeguard the right to a discrimination-free, harassment-free and retaliation-free workplace for all employees, EEO staff held office hours at four desert facilities, including Gene, Iron Mountain, Eagle Mountain and Hinds. The office hours took place on April 23, 2025, and April 30, 2025. During this time, EEO staff were available to meet with Metropolitan employees in the desert region to share more information about the EEO Office's policies and procedures and to assess any EEO work-related concerns.

Concurrence Process

On April 29th, EEO conducted a concurrence process training for Finance and Administration managers. The purpose of this training was to provide an understanding of EEO's role in the recruitment process. EEO explained that an EEO representative would attend the Hiring Strategy meetings for underutilized positions and other positions deemed by the EEO Office to require further monitoring, to assist management with identifying relevant targeted outreach and to discuss other steps in the process that EEO would be involved in. For example, EEO may observe interviews, review testing material, interview questions, selection justifications and other related processes that are used for making employment-related decisions.