



## Equal Employment Opportunity Group

- **Equal Employment Opportunity Monthly Activity Report for January 2026**

### Summary

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This report summarizes the Equal Employment Opportunity activities for January 2026.

### Purpose

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Informational Detailed Report

### EEO Activity

To assist with addressing employee concerns regarding promotional opportunities, the Equal Employment Opportunity Office (EEO) participated as neutral observers on one interview panel in January, in which 12 candidates were interviewed. EEO's role on interview panels ensure 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.

Additionally, in January, EEO completed one formal concurrence assessment for a recruitment that implicated potential EEO policy concerns. EEO conducts a formal assessment of recruitment-related complaints to determine the circumstances surrounding the allegations. The review identifies whether corrective action is necessary and helps address concerns, meet legal obligations, and reduce long-term organizational risk.

Finally, as part of the EEO Office's commitment to transparency in the EEO process, the following complaint data for July 1, 2025–January 23, 2026, is included in this report. Since July 1, 2025, EEO has received 46 complaints, with no complaints filed in January 2026, as of the running of this report.

### EEO Contribution to Other Departments

EEO is happy to report that EEO staff member Rosalinda Velasco contributed the tagline to be used for Metropolitan's new newsletter, Inside Met. The tagline 'Our People, Our Stories' was selected because it embraced the spirit of the newsletter—to capture the stories and people that make Metropolitan a great place to work.

In response to an anonymous complaint the EEO Office received regarding the MWD Courtyard Café's rewards program not having meatless options—which the complainant contended was unfair to employees with religious dietary restrictions—EEO staff worked with the restaurant manager to expand its menu to include vegan and vegetarian options as part of its reward program. The change became effective January 2026.

### Professional Development and Training

EEO staff continue to attend seminars to support professional development in order to continue providing excellent work and abiding by industry best practices. Trainings included: 2026 Workplace Compliance Trends to Watch, Flashpoints in 2026 Workplace Cultural Observances–Fostering Inclusion While Minimizing Legal Risk, Applying AI in Workplace Investigations, Your EEO Compliance Playbook for 2026, 5 FMLA Scenarios to Test

## Board Report Equal Employment Opportunity Monthly Activity Report for January 2026

Your Knowledge: What Would You Do? and How to Activate Recognition Across Your Organization in the New Year.

### **EEO Complaints Reported**

No complaints for the month of January 2026.