

# The Metropolitan Water District of Southern California

# Agenda

The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.

## EEDEI Committee

T. McCoy, Chair  
G. Cordero, Vice Chair  
B. Dennstedt  
L. Dick  
S. Faessel  
A. Fellow  
L. Fong-Sakai  
J. Garza  
G. Gray  
M. Luna

## **Ethics, EEO, Diversity, Equity & Inclusion Committee - Final**

Meeting with Board of Directors \*

**March 10, 2025**

**12:30 p.m.**

**Monday, March 10, 2025  
Meeting Schedule**

**09:00 a.m. EOT  
11:00 a.m. LEG  
12:00 p.m. Break  
12:30 p.m. EEDEI  
02:30 p.m. OWA**

**Agendas, live streaming, meeting schedules, and other board materials are available here:**

**<https://mwdh2o.legistar.com/Calendar.aspx>. Written public comments received by 5:00 p.m. the business days before the meeting is scheduled will be posted under the Submitted Items and Responses tab available here:**

**<https://mwdh2o.legistar.com/Legislation.aspx>.**

**If you have technical difficulties with the live streaming page, a listen-only phone line is available at 1-877-853-5257; enter meeting ID: 862 4397 5848.**

**Members of the public may present their comments to the Board on matters within their jurisdiction as listed on the agenda via in-person or teleconference. To participate via teleconference 1-833-548-0276 and enter meeting ID: 815 2066 4276 or to join by computer [click here](#).**

---

**MWD Headquarters Building • 700 N. Alameda Street • Los Angeles, CA 90012**

**Teleconference Locations:**

**City Hall • 303 W. Commonwealth Avenue • Fullerton, CA 92832**

**3008 W. 82nd Place • Inglewood, CA 90305**

**525 Via La Selva • Redondo Beach, CA 90277**

**Cedars-Sinai Imaging Medical Group • 8700 Beverly Boulevard, Suite M313 • Los Angeles, CA 90048**

---

\* The Metropolitan Water District's meeting of this Committee is noticed as a joint committee meeting with the Board of Directors for the purpose of compliance with the Brown Act. Members of the Board who are not assigned to this Committee may participate as members of the Board, whether or not a quorum of the Board is present. In order to preserve the function of the committee as advisory to the Board, members of the Board who are not assigned to this Committee will not vote on matters before this Committee.

**1. Opportunity for members of the public to address the committee on matters within the committee's jurisdiction (As required by Gov. Code Section 54954.3(a))**

**\*\* CONSENT CALENDAR ITEMS -- ACTION \*\***

**2. CONSENT CALENDAR OTHER ITEMS - ACTION**

- A. Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for October 7, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions) [21-4346](#)

**Attachments:** [03102025 EEDEI 2A \(10072024\) Minutes](#)

**3. CONSENT CALENDAR ITEMS - ACTION**

NONE

**\*\* END OF CONSENT CALENDAR ITEMS \*\***

**4. OTHER BOARD ITEMS - ACTION**

NONE

**5. BOARD INFORMATION ITEMS**

NONE

**6. COMMITTEE ITEMS**

- a. State of Diversity, Equity, and Inclusion and Metropolitan's Approach [21-4348](#)

**Attachments:** [03102025 EEDEI 6a Presentation](#)

- b. Quarterly Workforce Development Update [21-4349](#)

**Attachments:** [03102025 EEDEI 6b Presentation](#)

**7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

- a. Ethics Officer's report on monthly activities [21-4332](#)

- b. Diversity, Equity, and Inclusion activities  
Equal Employment Opportunity activities

[21-4333](#)

**Attachments:** [03102025 EEDEI 7b Diversity, Equity, and Inclusion Activities](#)  
[03102025 EEDEI 7b Equal Employment Opportunity Activities](#)

## 8. FOLLOW-UP ITEMS

NONE

## 9. FUTURE AGENDA ITEMS

## 10. ADJOURNMENT

**NOTE:** This committee reviews items and makes a recommendation for final action to the full Board of Directors. Final action will be taken by the Board of Directors. Committee agendas may be obtained on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>. This committee will not take any final action that is binding on the Board, even when a quorum of the Board is present.

Writings relating to open session agenda items distributed to Directors less than 72 hours prior to a regular meeting are available for public inspection at Metropolitan's Headquarters Building and on Metropolitan's Web site <https://mwdh2o.legistar.com/Calendar.aspx>.

Requests for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Executive Secretary in advance of the meeting to ensure availability of the requested service or accommodation.

**THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA**

**MINUTES**

**EQUITY, INCLUSION, AND AFFORDABILITY COMMITTEE**

**October 7, 2024**

Chair McCoy called the meeting to order at 2:01 p.m.

Members present: Directors Cordero, Faessel, Fellow, Fong-Sakai, Garza, Luna, and McCoy

Members absent: Directors Dennstedt, De Jesus, Dick, and Gray

Other Members present: Ackerman, Bryant, Camacho, Goldberg, Kurtz, Lefevre, Miller, Morris, Ortega, and Seckel

Committee Staff present: Brual, Kasaine, Redin, Upadhyay, and Wheeler

**1. OPPORTUNITY FOR MEMBERS OF THE PUBLIC TO ADDRESS THE COMMITTEE ON MATTERS WITHIN THE COMMITTEE’S JURISDICTION**

None

**CONSENT CALENDAR ITEMS — ACTION**

**2. CONSENT CALENDAR OTHER ITEMS – ACTION**

- A. Subject: Approval of the Minutes of the Equity, Inclusion, and Affordability Committee for September 24, 2024 (Copies have been submitted to each Director, Any additions, corrections, or omissions)

**3. CONSENT CALENDAR ITEMS – ACTION**

None

Director Fellow made a motion, seconded by Director Fong-Sakai to approve the consent calendar consisting of item 2A.

The vote was:

Ayes: Directors Cordero, Faessel, Fellow, Fong-Sakai, Garza, Luna, and McCoy

Noes: None

Abstentions: None

Absent: Directors Dennstedt, De Jesus, Dick, and Gray

The motion for item 2A passed by a vote of 7 ayes, 0 noes, 0 abstain, and 4 absent.

Senior Board Specialist Aldrete announced that Director De Jesus is no longer a member of the committee.

## **END OF CONSENT CALENDAR ITEMS**

### **4. OTHER BOARD ITEMS – ACTION**

None

### **5. BOARD INFORMATION ITEMS**

None

### **6. COMMITTEE ITEMS**

a Subject: Workforce Development

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer  
Brenda Martinez, Workforce Development Manager

Ms. Kasaine introduced the item and Ms. Thomas presented the committee with an overview of DEI's Workforce Development goals, strategies, and initiatives. Her presentation highlighted the key efforts aimed at advancing these objectives.

Ms. Martinez provided an update on workforce development progress, highlighting key opportunities and outlining a roadmap for future advancements. She also compared the various functions of DEI Workforce Development with internal partners, including EEO, HR, and Project Labor Agreement initiatives, as well as the Apprenticeship Program and collaboration with member agencies.

Director Luna left the meeting at 2:31 p.m.

The following Directors provided comments or asked questions:

1. Faessel
2. Ortega
3. Fong-Sakai
4. Cordero

Staff responded to the Directors' comments and questions.

## **7. MANAGEMENT ANNOUNCEMENTS AND HIGHLIGHTS**

a. Subject: Diversity, Equity, and Inclusion activities

Presented By: Liji Thomas, Chief Diversity, Equity, and Inclusion Officer

Ms. Thomas presented the DEI Activities for September 2024, highlighting Business Outreach initiatives like the Contractor Academy Seminars and attendance at partner events. The Workforce Development team is working with the City of Carson, LACSD, and West Basin MWD to bifurcate the MOU, focusing on community outreach, K-12 education, and a young adult internship program, while also planning a separate MOU with CSUDH for training partnerships. Additional discussions included a grant awarded to Long Beach City College for climate resiliency workforce development, a partnership with JVS for digital skills training, and engagements with organizations like the Los Angeles Metro Women and Girls Governing Council and Boyle Heights Technology Youth Center to promote gender equity and youth initiatives. The Tribal Outreach & Engagement Team also provided pre-apprenticeship testing assistance and explored workforce development opportunities with CRIT leaders.

## **8. FOLLOW-UP ITEMS**

None

## **9. FUTURE AGENDA ITEMS**

None

## **10. ADJOURNMENT**

The meeting adjourned at 3:13 p.m.

Tana McCoy  
Chair



Ethics, EEO, Diversity, Equity & Inclusion Committee

# State of Diversity Equity and Inclusion and Metropolitan's Approach

Item 6a  
March 10, 2025

# Item 6a

## State of Diversity Equity and Inclusion and Metropolitan's Approach

### Subject

Update on Current State of Equal Employment Opportunity and Diversity, Equity, and Inclusion at Metropolitan

### Purpose

Update on the current state of Equal Employment Opportunity and Diversity, Equity, and Inclusion at Metropolitan in light of the recent Executive Orders

### Recommendation and Fiscal Impact

None



# Affirmative Action/EEO & Diversity, Equity & Inclusion 101

## EEO/Affirmative Action

Civil Rights Act of 1964

- Establishes the Equal Employment Opportunity Commission (EEOC)
- EEO focuses on compliance with anti-discrimination laws
- Prohibits discrimination in employment

## Diversity, Equity & Inclusion

- Strategies and practices that advance fair, respectful and inclusive workplaces
  - Diversity → Who is in the room?
  - Equity → Fairness/Are artificial barriers removed?
  - Inclusion → Does everyone feel valued and heard?

*These functions exist to prevent discrimination and build a culture where there are no barriers to full human potential/champion equal access and meritocracy*

## Current State in Light of Recent Executive Orders

# Metropolitan's Affirmative Action/Anti-Discrimination Obligation

- Metropolitan has been subject to State and Federal Anti-Discrimination Laws for Decades
  - Title VII, ADA, ADEA, FEHA, Prop. 209
- What does “Affirmative Action” in federal law mean
  - Proactive efforts to employment and other opportunities, such as targeted outreach, educational outreach, community engagement
  - Procedures designed to eliminate unlawful discrimination and promote fairness

### Affirmative Action

- Does not mean quotas
- Does not mean workforce preferences

# Metropolitan's Affirmative Action Obligations

- Executive Order 11246 (1965)
  - Underlying authority requiring annual AAPs for minorities and women
  - Ensures non-discriminatory practices
  - Prohibits discrimination based on race, color, religion, sex, or national origin
  - Required federal contractors to take “affirmative actions” to promote equal access to employment opportunities
  - Required contractors to submit written compliance reports to OFCCP
- Required Federal Affirmative Action Programs
  - Section 503 (individuals with disabilities)
  - VEVRAA (protected veterans)
- Title 2, California Code of Regulations, Section 11103 Nondiscrimination Program
  - As a state contractor Metropolitan is required to maintain a written nondiscrimination plan, which essentially mirrors the federal requirements.

# Overview of Affirmative Action Plan (AAP)

## Workforce Analysis

- Job title
- Demographics
- Wage/Salary Range

## Underutilization analysis and outreach efforts

- Comparison of the percentage of protected class
  - gender/race/disability/veteran
  - employed in specific job groups
  - compared to the available relevant labor market
- Identify significantly lower areas of underutilization

# Overview of Executive Orders on DEI Initiatives

## Significance

Series of executive orders signed by President Trump on January 20-21, 2025, mark a shift in federal policy regarding Diversity, Equity, and Inclusion (DEI)

## EO 14151

# “Ending Radical And Wasteful Government DEI Programs And Preferencing”:

- Mandates termination of DEI and DEIA programs in federal agencies
  - DEI and DEIA are not defined
- Elimination of Chief Diversity Officer positions in federal agencies
- Does not apply to Metropolitan

## EO 14173

# “Ending Illegal Discrimination And Restoring Merit-Based Opportunity”:

- Targets the private sector; encourages the cessation of Diversity, Equity, and Inclusion related activities
- Rescinds Executive Order 11246, which established protections against discrimination in federal contracting
- Requires federal contractors to certify that it does not engage in diversity, equity, and inclusion efforts that violate applicable federal antidiscrimination laws

## EO 14173

# Immediate Impact to Metropolitan

- Metropolitan was exempt from written AAPs regarding race/sex categories
- Written AAPs for veterans and disability status still required
- State requirements for antidiscrimination plans remain
- Does not prohibit voluntary diversity, equity, and inclusion efforts



# Implications of Rescinded EO 11246

- **End of Affirmative Action Requirements**

Contractors no longer mandated to maintain affirmative action programs, potentially affecting workforce diversity efforts

- **Compliance and Legal Risks**

90-day compliance period for existing contracts raises ambiguity Increased liability under False Claims Act for noncompliance

# Future Outlook and Considerations

- *Ongoing Assessment and Engagement*

Continue reviewing existing contracts for affirmative action language. Monitor evolving federal regulations to ensure compliance with Metropolitan's contracts and keep Board apprised as necessary

# Vision

To be the industry leader in water delivery with unparalleled commitment to our people, partners and planet with **no one left behind**

## Strategic, holistic stakeholder model as driver of organizational success

### Five Strategic Priorities



**EMPOWER** the workforce and promote diversity, equity & inclusion



**SUSTAIN** Metropolitan's mission with a strengthened business model



**ADAPT** to changing climate and water resources



**PROTECT** public health, the regional economy and Metropolitan's assets



**PARTNER** with interested parties and the communities we serve



# The Business Case for Diversity, Equity & Inclusion



- Committing to being a fair and inclusive workplace
- Attracting the best talent
- Leveraging collective genius to solve the big problems in water
- Identifying systemic changes to create a best-in-class workplace
- Proactively monitoring across the HR lifecycle
- Building trust with the diverse communities we serve
- Aligning with our values of Safety, Trust, Accountability, Respect and Teamwork (START)
- Realizing Metropolitan's mission

# Metropolitan Strategic DEI Framework

## Goals

- Create, foster and sustain a culture of belonging and fairness across all People-related programs and processes. **(Equity and Inclusion)**
- Leverage diversity and the power of inclusion to achieve superior results for Metropolitan **(Outcomes over Optics)**
- Drive the ongoing recruitment, development, advancement and retention of diverse talent throughout all levels at Metropolitan. **(Increased diversity in talent pipeline)**
- Enhance communication and connection between people and functions in underserved communities and with non-traditional partners. **(Trusted employer and community partner)**



### Workplace

Build a **best-in-class** workplace where every employee is **valued**, their ideas **heard** and their work environment characterized by **respect, excellence and belonging**



### Workforce (Future)

Cultivate the **next generation of talent** for expanding broader **access** and ensuring greater **equity** to build a more diverse, qualified workforce



### Industry

Ensure diversity, equity and inclusion is embedded into **every aspect of water** planning, conveyance and delivery, including aspects such as **multicultural** conservation messaging and **environmental justice**



### Community

Ensure inclusion of **underserved communities and non-traditional partners** thereby becoming **trusted partners**

# Diversity, Equity & Inclusion Programs & Importance to Metropolitan

Area of Focus	Current Approach	Importance to Met Mission
<p>Workforce Development (including Tribal Outreach &amp; Engagement)</p>	<ul style="list-style-type: none"> <li>✓ Focus on building next generation of water workforce</li> <li>✓ Broad outreach efforts, including with community colleges and CBOs</li> <li>✓ Place-based, not race-based (i.e. Carson)</li> <li>✓ No quotas</li> </ul>	<ul style="list-style-type: none"> <li>➤ Given the silver tsunami and retirement eligibility of the workforce, actively building the next generation of talent to sustain water operations and Met's service to its 26 member agencies.</li> </ul>
<p>Business Outreach &amp; Community Engagement</p>	<ul style="list-style-type: none"> <li>✓ Focus on proactively sharing procurement opportunities across Met's service area</li> <li>✓ Small business, not supplier diversity, program</li> <li>✓ Broad outreach and partnerships</li> </ul>	<ul style="list-style-type: none"> <li>➤ Increasing procurement opportunity and competitiveness for contracting across our service territory</li> </ul>
<p>Employee Resource Groups (ERGs)</p>	<ul style="list-style-type: none"> <li>✓ 11 ERGs focused on various affinities (women, Black employees, Persian employees, Veterans, etc);</li> <li>✓ Membership not limited by protected class</li> </ul>	<ul style="list-style-type: none"> <li>➤ Creating safe spaces for our employees; opportunities for learning across difference as well as two-way feedback on better support for our employees</li> </ul>
<p>DEI Council/Culture Initiatives</p>	<ul style="list-style-type: none"> <li>✓ Broad cross-section of employees focused on improving workplace culture</li> </ul>	<ul style="list-style-type: none"> <li>➤ Proactive vigilance and efforts in building a best-in-class culture</li> </ul>
<p>Broader Industry Impact</p>	<ul style="list-style-type: none"> <li>✓ Serving in various capacities (CUWA DEI Committee, Equity in Infrastructure Pledge, workforce development working group, etc.) to impact change at scale</li> </ul>	<ul style="list-style-type: none"> <li>➤ Underscores Met's commitment to be a thought leader, convener and industry leader in water</li> </ul>



Reaffirming  
Metropolitan's  
Diversity, Equity  
& Inclusion  
Commitment

## The Path Forward

- Metropolitan is uniquely situated, as a public agency *in California*, to write the playbook on how to move forward
- Staff will continually monitor and assess the dynamic legal landscape to maintain compliance and update the Board as necessary



Thank You!  
Questions?





*Ethics, EEO, Diversity, Equity & Inclusion Committee*

# Quarterly Workforce Development Update

Item 6b  
March 10, 2025

Item # 6b  
Quarterly  
Workforce  
Development  
Update

## Subject

Quarterly Workforce Development update

## Purpose

Regular, high-level update on Workforce Development activities to the Equity, EEO, and Diversity, Equity & Inclusion Committee (EEDEI)

## Recommendation and Fiscal Impact

N/A

# Workforce Development Priorities



Succession Planning



Mission Critical Occupations



Training & Skill Development



Diversity & Inclusion



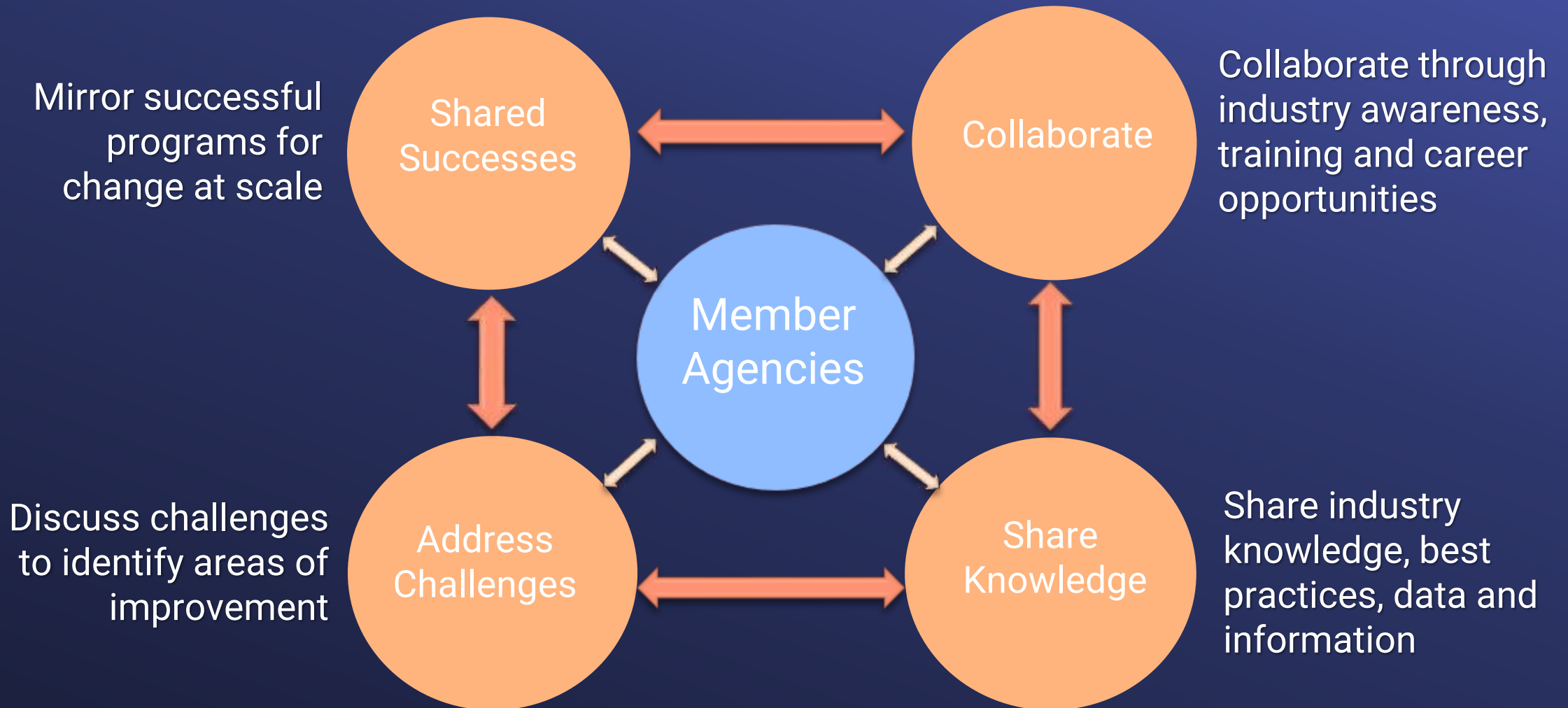
Access to Job Opportunities



Industry Awareness

# Workforce Development

## Member Agency Collaboration



# Community Engagement & Member Agency Collaboration

---

## Quarterly Workforce Development Update

**Goal** PureWater Southern California Workforce Development MOU for internship program, K-12 career pathways, and industry awareness

**In Progress** Exploring expansion of current MOU model to other qualifying communities in service area

**Accomplishments** MOU finalized and approved

- City of Carson
- West Basin MWD
- South Bay Workforce Investment Board
- LAC Sanitation District

Quarterly  
Workforce  
Development  
Update

## Community Engagement

**Goal** Collaborate with career centers, Employment Development Department (EDD), and utilize the Diversity Catalyst Circa outreach system

**In Progress** Identify resources, training, and career development that enhance access, and prioritize engagement with veterans, and individuals with disabilities

**Accomplishments**

- Met with EDD offices in 4 of 6 counties
- Data-informed prioritized outreach
- Instituted regular monitoring and use of the Circa Outreach System

## Training, Skill Development, Internships & Career Pathways

**Goal** Engage with WorkSource/America Job Centers of California, One Stop Centers, CSU and local Community Colleges

- In progress**
- Development of certification training programs
  - Development of internal upskill initiatives

- Accomplishments**
- Met with management and SMEs
  - Expanding internship opportunities

Quarterly  
Workforce  
Development  
Update

## Desert Outreach & Engagement

**Goal** Build deeper connections, trust and better understand needs of Native Nations and other desert community partners

**In Progress**

- Skills training, K-12 career pathway events, community tours and sponsored community events
- Welding training program

**Accomplishments**

- CRIT Council MWD Tours: 10/29, 11/19, 2/12
- Meeting with additional Native Nations, community organizations and educational institutions
- Resume/Interview Skills Workshop at Parker High School
- Industry Awareness at Palo Verde College, (Blythe, CA); Needles Community College, (Needles, CA)

## Quarterly Workforce Development Update



# Next Steps



# Discussion





THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Office of Diversity, Equity, and Inclusion

- **Diversity, Equity, and Inclusion Activities for February 2025**

### Summary

---

This reports provides a summary of the Office of Diversity, Equity, and Inclusion group activities for February 2025.

### Purpose

---

Informational

### Attachments

---

Attachment 1 – Office of Diversity, Equity, and Inclusion group activities for February 2025.

# Office of Diversity, Equity, and Inclusion

## Business Outreach & Community Engagement

On February 5, 2025, Metropolitan staff attended the Los Angeles Area Chamber of Commerce 2025 Inaugural.

On February 7, 2025, Metropolitan staff attended the Regional Hispanic Chamber of Commerce Business Development Series in Long Beach, CA. The business luncheon series included the Department of General Services creating a dynamic connection with Small Business Enterprises (SBE), Disabled Veteran Business Enterprises (DVBE), Nonprofit Veteran Service Agencies (NVSA), and Nonprofit Organizations (NP). This unique event is dedicated to empowering unrepresented groups and uplifting underserved communities.



On February 18, 2025, Metropolitan staff attended the Small Business Diversity Network exclusive invitation to Orange County's 2025 Leadership Luncheon. What better way to bring together the small business and community leaders of Orange County to discuss how to improve collaboration? The event offered a unique opportunity to connect, share updates, and collaborate on events and programs that impact all small businesses of Orange County.

On February 25, 2025, Metropolitan staff attended the Black Business Association of Orange County for the Black History Month Future Leaders luncheon in Anaheim, CA.

On February 26, 2025, Metropolitan staff attended the CalTrans Procurement Fair – Small Business Unit in Tustin, CA. This event is for Small Business Enterprise (SBE), Disabled Veteran Business Enterprise (DVBE), and Disadvantaged Business Enterprise (DBE) who are interested in learning about opportunities to do business with local agencies in the area of construction and procurement.

## Workforce Development

On February 5, 2025, staff participated in the Courses to Careers in Water webinar, hosted in collaboration with CUWA and CSU-WATER. This event featured water agencies from Northern, Central, and Southern California, including MWD. Over 120 CSU students from various campuses across California attended, gaining insights into career pathways in the water industry.

On February 6, 2025, staff conducted an industry awareness session and presented the apprenticeship program at United American Indian Involvement, Inc., a non-profit organization in downtown Los Angeles. This session aimed to provide job readiness resources and employment opportunities for American Indian and Alaskan Native communities in Los Angeles.

On February 8, 2025, staff met with the Red Foot Committee to discuss details regarding the upcoming desert apprenticeship program. Similarly, on February 10, 2025, staff met with the Hopi Sinom Committee to further plan and coordinate efforts for the same apprenticeship initiative.

On February 11, 2025, staff met with the Career and Technical Education (CTE) lead at Palo Verde College. During this visit, they toured the campus and successfully scheduled cooperative education events for the next three months, strengthening partnerships and career development opportunities.

On February 12, 2025, staff conducted an informational session at Parker High School in Parker, Arizona. This session provided students with insights into careers in the water industry, and staff also facilitated a resume and interview skills workshop for junior and senior students to help them prepare for future job opportunities.

On February 18, 2025, staff met with the Navajo Language Group to discuss the upcoming desert apprenticeship program and continuing engagement with key stakeholders to expand apprenticeship opportunities.

On February 19, 2025, staff attended the Education to Workforce Tour, hosted by MWDOC and the San Diego County Water Authority. As part of the event, MWD Workforce Development participated in a panel discussion focused on early career education, emphasizing pathways for students to enter the water industry.

On February 20, 2025, staff attended the BizFed Workforce Development Summit and Career Fair. This event provided valuable networking opportunities and insights into workforce development strategies, supporting efforts to connect job seekers with career pathways in the industry.

On February 24, 2025, staff is scheduled to present on the apprenticeship program at Needles Community College, continuing outreach efforts to promote career development in the water sector.

On February 27, 2025, staff will attend the California Water Virtual Career Fair, hosted in partnership with West Basin and the San Diego County Water Authority. This virtual event aims to connect job seekers with employment opportunities in the water industry, further expanding workforce engagement efforts.



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Equal Employment Opportunity Group

- **Equal Employment Opportunity February 2025 Monthly Activity Report**

### Summary

---

This report provides a summary of Equal Employment Opportunity February 2025 Monthly Activities

### Purpose

---

Informational

### Attachments

---

None

### Detailed Report

---

### Activity Report

On February 11, 2025, the Equal Employment Opportunity Group (EEO) provided an update on Metropolitan's Non-discrimination Program results for fiscal year 2024 to Metropolitan's recruitment team. An updated list of underutilized job classifications was provided to recruitment. The recruitment team was reminded to include EEO in the hiring strategy meetings for all positions identified as underutilized.