



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 (October 2025)**

Summary

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

Purpose

Informational

Detailed Report

To assist with addressing employee concerns regarding promotional opportunities, the Equal Employment Opportunity (EEO) Office participated as neutral observers on interview panels for five recruitments in October, in which 34 candidates were interviewed. EEO’s role on the panels ensure there is consistency across the recruitment and selection process, including that interview scores are supported by the responses, and that no irrelevant factors outside of a candidate’s knowledge, skills and abilities influence scores. Additionally, EEO’s participation as an observer in the recruitment and selection process for select recruitments may help reduce the perception of bias, and allows employee concerns to be addressed along the way to reduce the potential of future EEO complaints.

Additionally, the EEO Office completed one concurrence assessment in October for a recruitment flagged by the EEO Office for requiring additional oversight. Concurring in the hiring and promotion process means the EEO Office has reviewed all relevant employment documents and practices to ensure equity and fairness in the recruitment. A recruitment might require additional oversight if there is perceived favoritism for the specific recruitment in question, if there is an existing EEO complaint involving relevant parties participating in the recruitment process, or other factors that might require additional oversight.

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Lastly, as part of the EEO Office’s commitment to transparency in the EEO process, the following complaint data for October 1, 2025, to October 22, 2025, is included in this report:

