



Community and Workplace Culture Committee

2025 Non-Discrimination Program (NDP) Results



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Item 6c

January 13, 2026

Presented by: Cinthya Lupian, EEO Manager

Item # 6c
2025 NDP
Results

Subject

2025 Non-Discrimination Program (NDP) Results

Purpose

Informational update

Equal Employment Opportunity

Discussion Topics

- Non-Discrimination Program
- Affirmative Action Program
- Legal Landscape
- EEO Categories
- Utilization & Underutilization
- FY25 NDP Results
- Concurrence Process
- Partnership

Equal Employment Opportunity

Legal Requirements

California Code of
Regulations, Title 2, § 11103

Non-Discrimination Program (NDP)

- The NDP is a California state requirement per Met's state contractor status (California Code of Regulations, Title 2, § 11103).
- It is a set of specific and result-oriented procedures to which a contractor or subcontractor (Met) commits itself for the purpose of ensuring equal opportunity for all applicants for employment.

Equal Employment Opportunity

Legal Requirements

Office of Federal Contract
Compliance Programs
(OFCCP)

Vietnam Era Veterans'
Readjustment Assistance Act
(VEVRAA) of 1974

Section 503 of the
Rehabilitation Act of 1974

Affirmative Action Programs

- Affirmative Action Programs are required for Veterans and for Individuals with Disabilities.
- Affirmative action is a proactive effort, including outreach, to ensure equal employment opportunities for applicants and employees.

VEVRAA Hiring Benchmark
per OFCCP 5.2%

IWD Aspirational goal per
OFCCP 7%

Equal Employment Opportunity

Legal Requirements

California and federal regulations, based on Met's state and federal contractor status

Legal Landscape

- NDP and AAP do not involve quotas or preferences.
 - Not the common understanding of the words “affirmative action.”
- NDP and AAP involve proactive efforts to ensure equal opportunity.
- Protected characteristics may not be a factor in employment decisions or opportunities.

Equal Employment Opportunity

Legal Requirements

California and federal regulations , based on Met's state and federal contractor status

Legal Landscape

- NDP re women and minorities: applies to Met as a state contractor.
- AAP re women and minorities: previously applied to Met as a federal contractor, now rescinded by 2025 executive order.
 - Rescission did not impact Met due to continued NDP obligation.
- AAP re protected veterans and disabled individuals: applies to Met as a federal contractor.

NDP	Worksite	Location	Women	Minorities
Deserts (158)	Eagle Mountain Pumping Plant (14) Gene Camp (101) Hinds Pumping Plant (10) Intake Pumping Plant (9) Iron Mountain Pumping Plant (24)	Desert Center Parker Dam Desert Center Parker Dam Earp	n/a	n/a
Granada Hills (67)	Joseph Jensen Filtration Plant (67)	Granada Hills	n/a	Skilled Craft Workers
La Verne (387)	F E Weymouth Filtration Plant (387)	La Verne	Paraprofessionals	Skilled Craft Workers
Los Angeles/ Sacramento/Washington (990)	Eagle Rock Control Structure (16) Soto Street Facility (36) Union Station Headquarters (909) Pub Affairs & Conservation/San Diego (0) Sacramento (26) Washington, DC Legislative Office (3)	Los Angeles Los Angeles Los Angeles San Diego Similar work (lobbyist) Sacramento, state, Washington, federal	Professionals Admin Support	Professionals
Riverside (124)	Henry J Mills Filtration Plant (53) Lake Mathews Reservoir (71)	Riverside	n/a	Skilled Craft Workers
Winchester (104)	Diamond Valley Lake (39) Robert Skinner Filtration Plant (65)	Winchester, CA	n/a	Technicians Skilled Craft Workers
Yorba Linda (69)	Robert Diemer Filtration Plant	Yorba Linda	Officials & Administrators	Professionals
Employees = 1,899				

EEOC

Equal Employment Opportunity



EEO-4 Data Collection (State & Local Government Information Report)

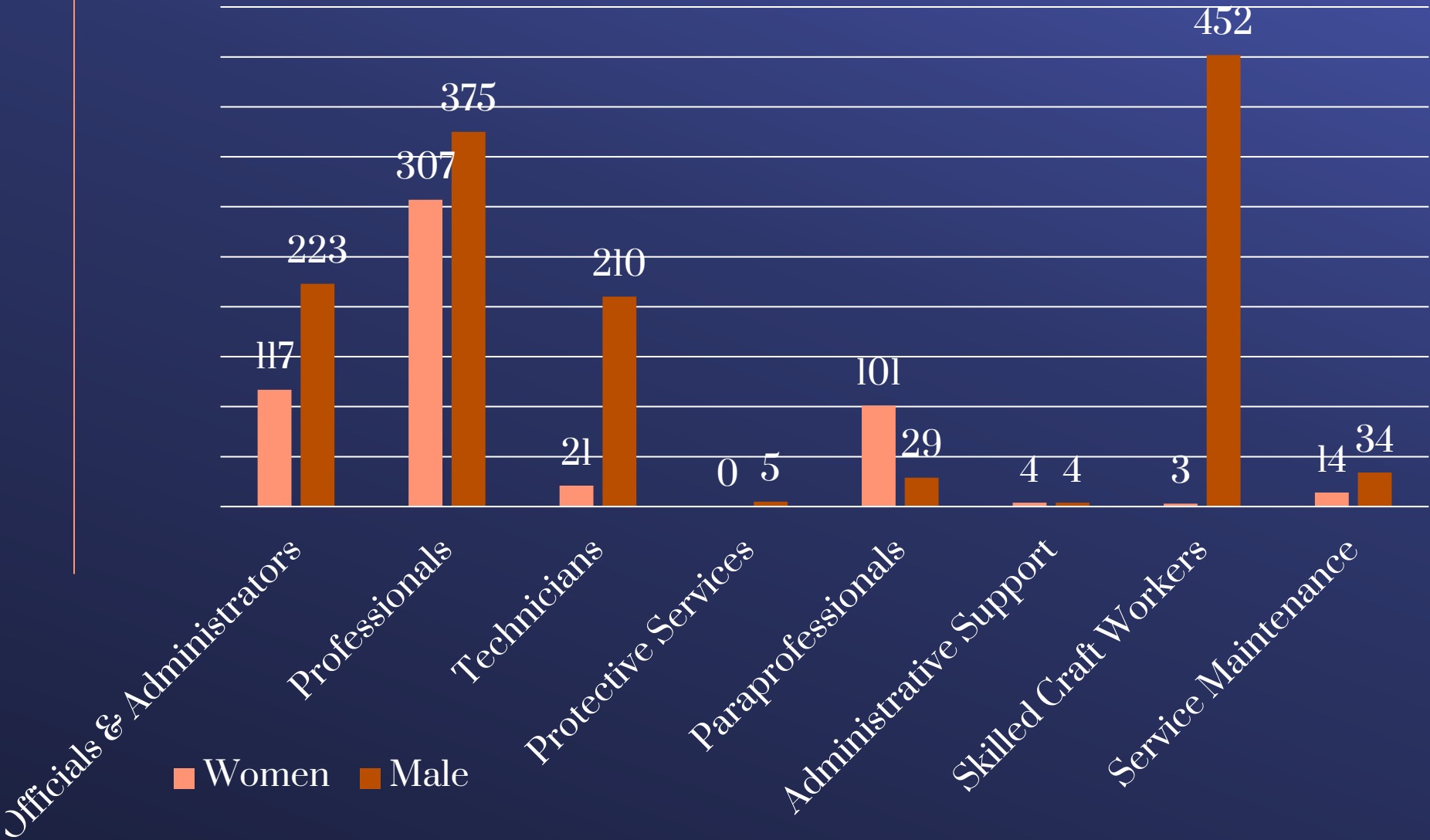
- Officials & Administrators (mgmt.)
- Professionals (Analysts)
- Technicians (Engineering Techs)
- Protective Services (Security)
- Paraprofessionals (Law Clerks)
- Administrative Support (Mailroom Asst.)
- Skilled Craft (Pump Specialists)
- Service Maintenance (Truck Drivers)

Metropolitan Workforce by EEO Category

Demographics

Gender

Total # of employees = 1,899



Metropolitan Workforce by EEO Category

Officials & Administrators

Demographics

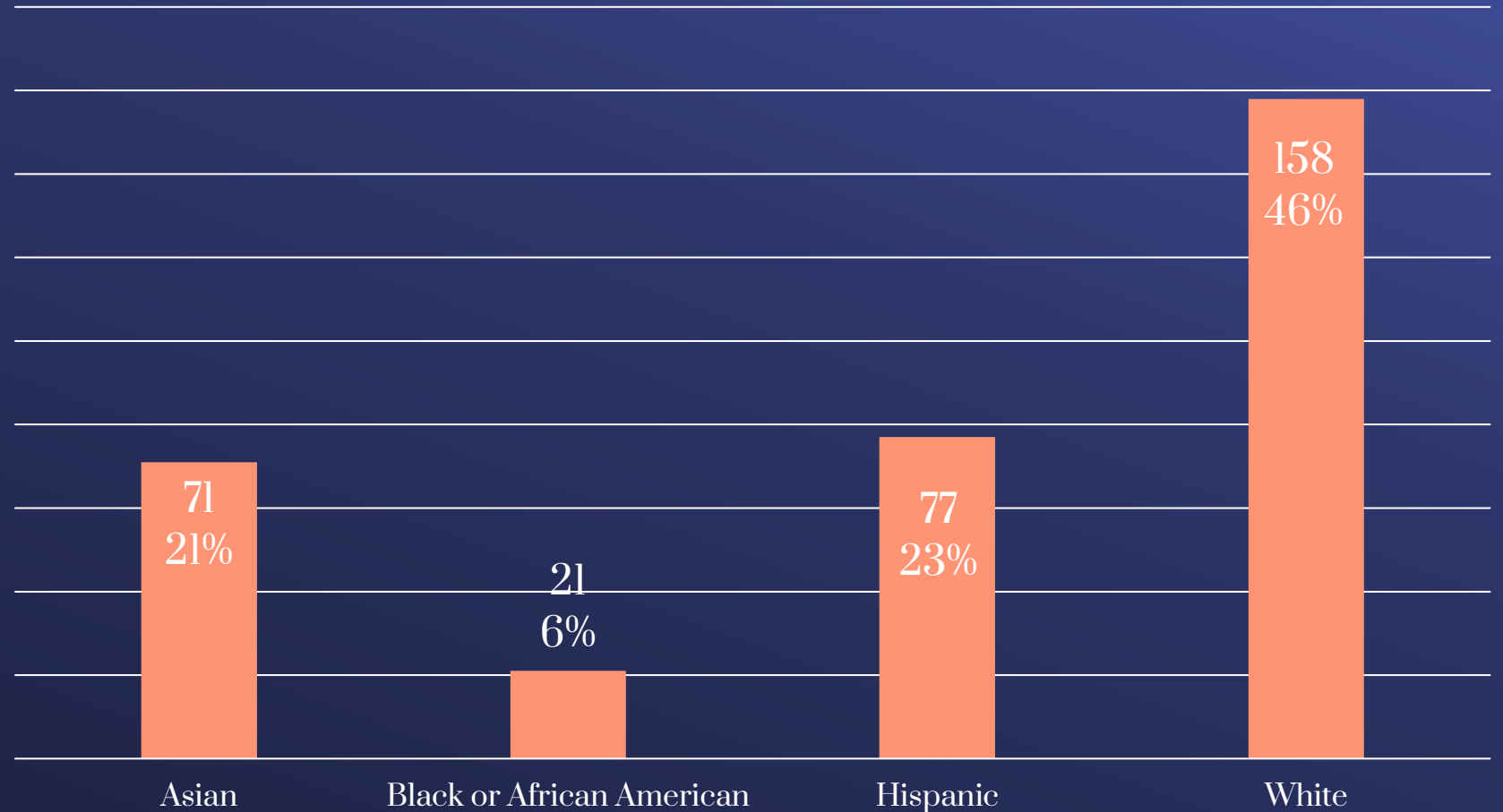
Race/Ethnicity

Total # of employees = 1,899

340 employees in category

Women 117 (34%)

Male 223 (66%)



Metropolitan Workforce by EEO Category

Professionals

Demographics

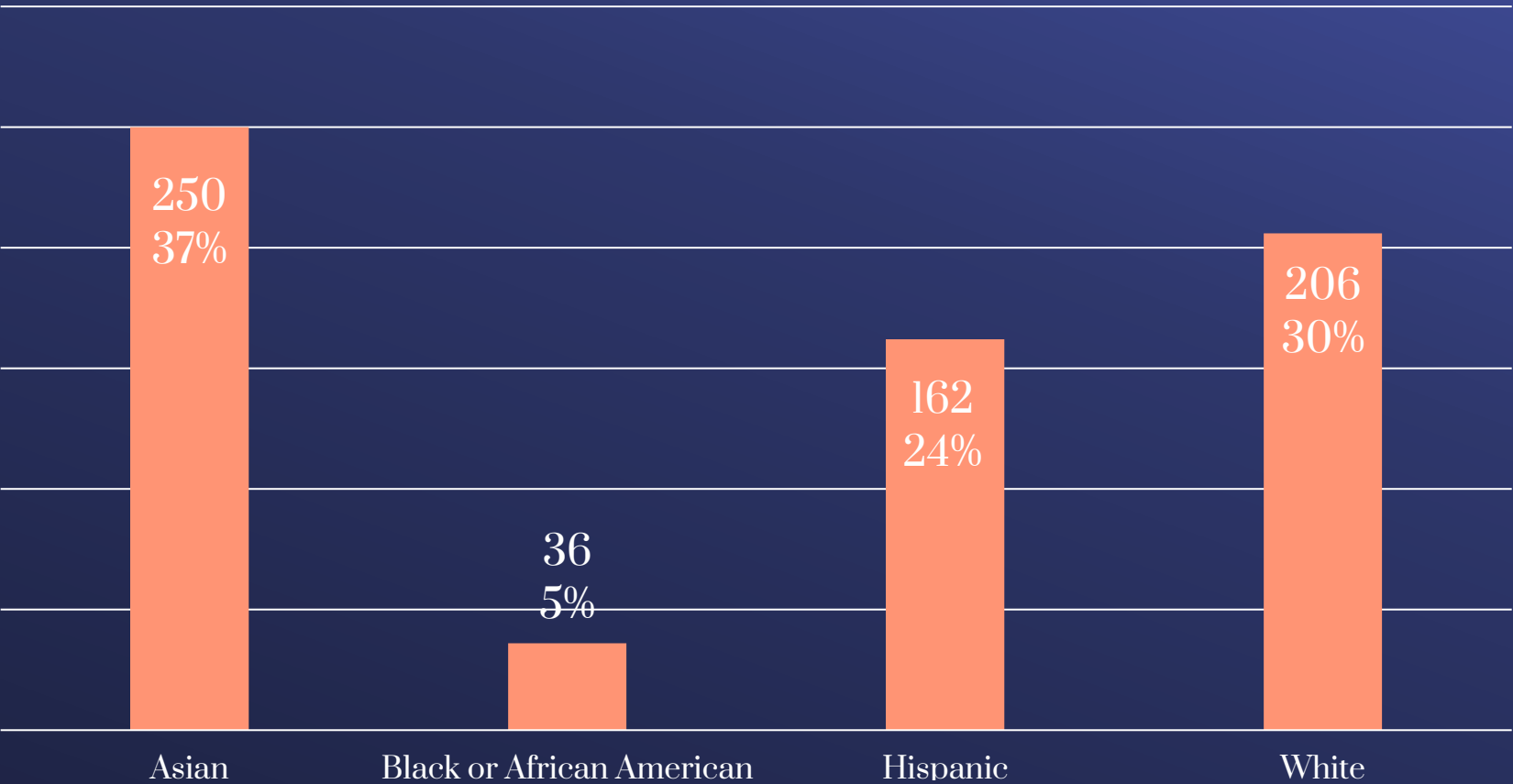
Race/Ethnicity

Total # of employees = 1, 899

682 employees in Category

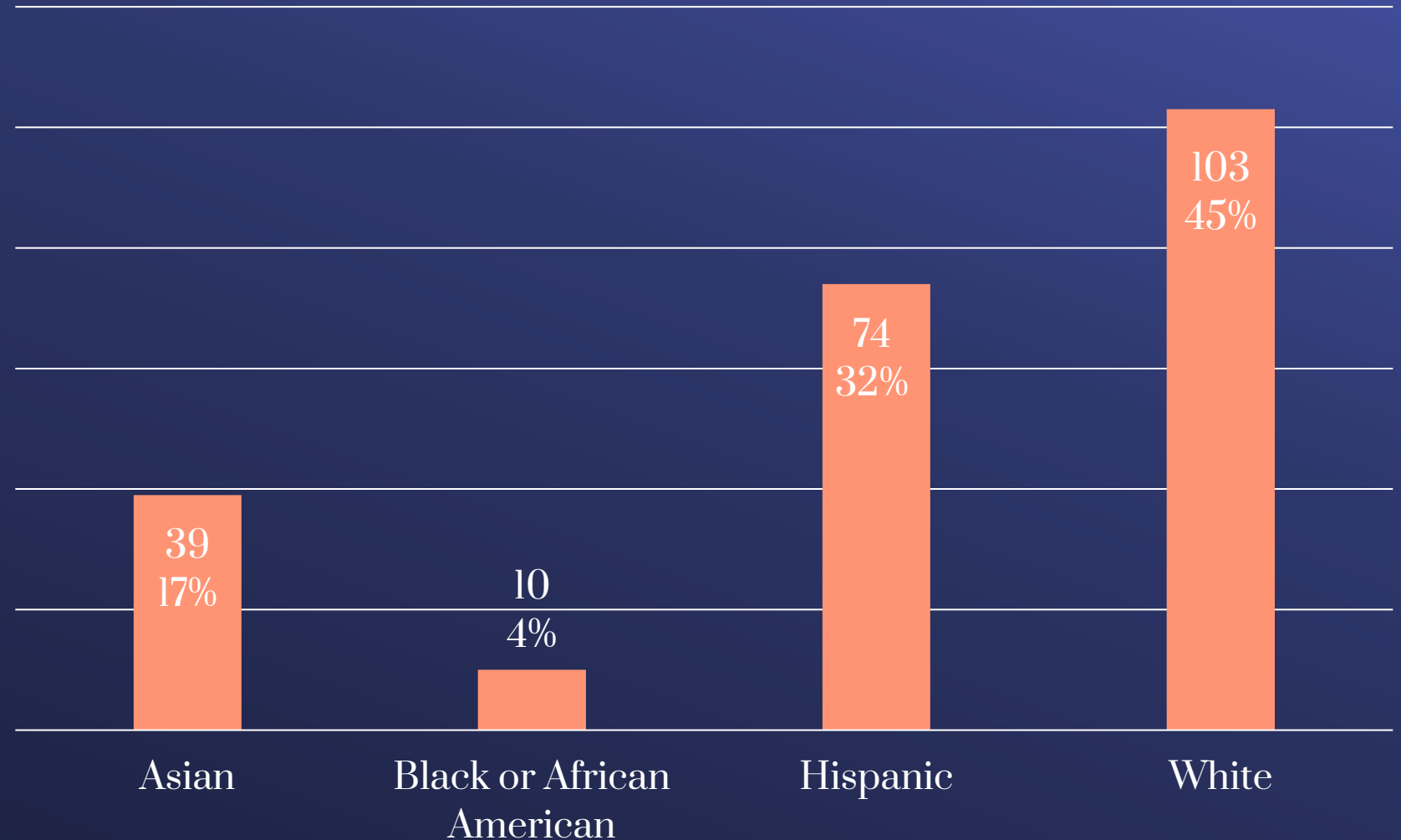
Women 307 (45%)

Male 375 (55%)



Metropolitan Workforce by EEO Category

Technicians



Demographics

Race/Ethnicity

Total # of employees = 1,899

231 employees in Category

Women 21 (9%)

Male 210 (91%)

Metropolitan Workforce by EEO Category

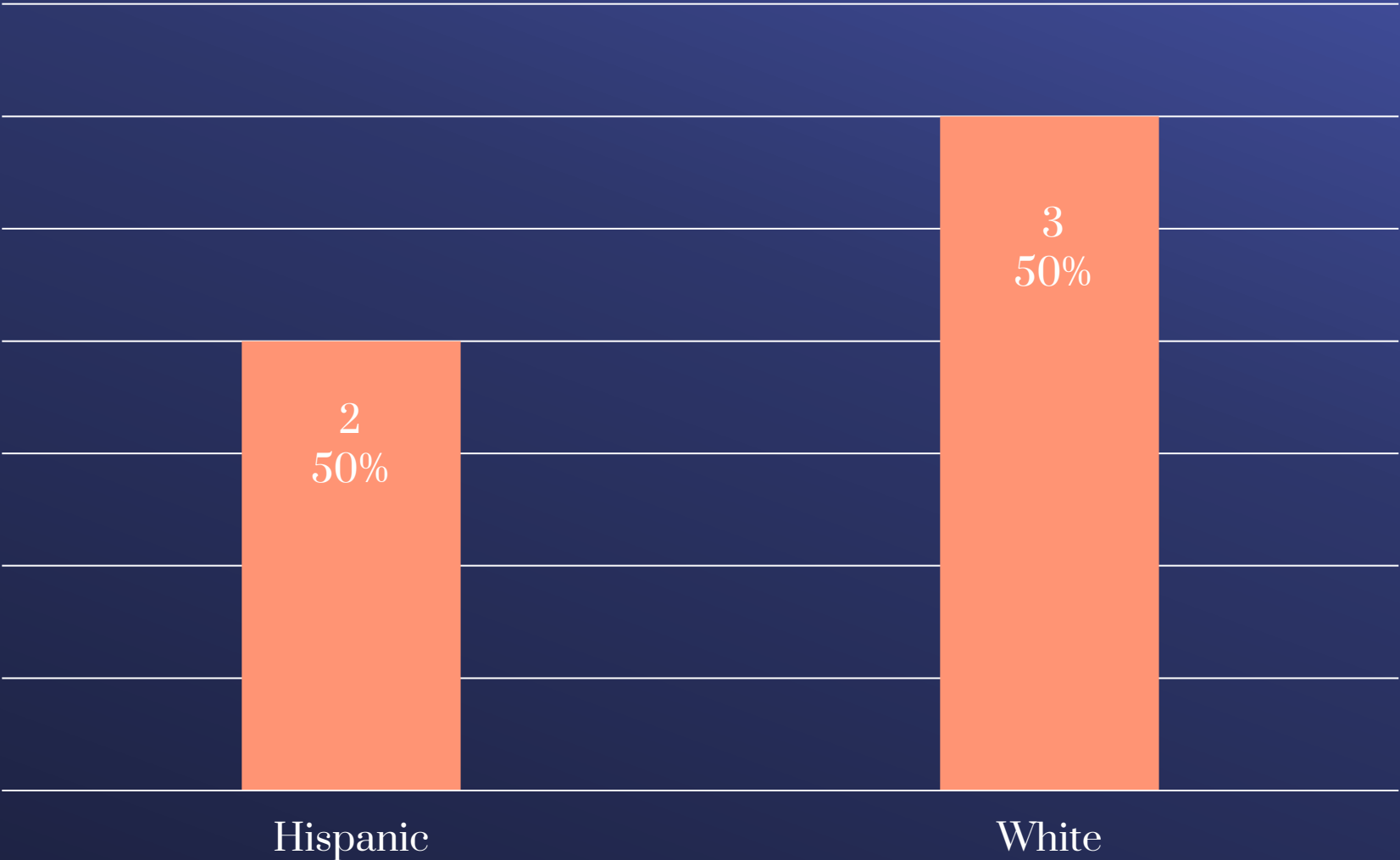
Protective Services

Demographics

Race/Ethnicity

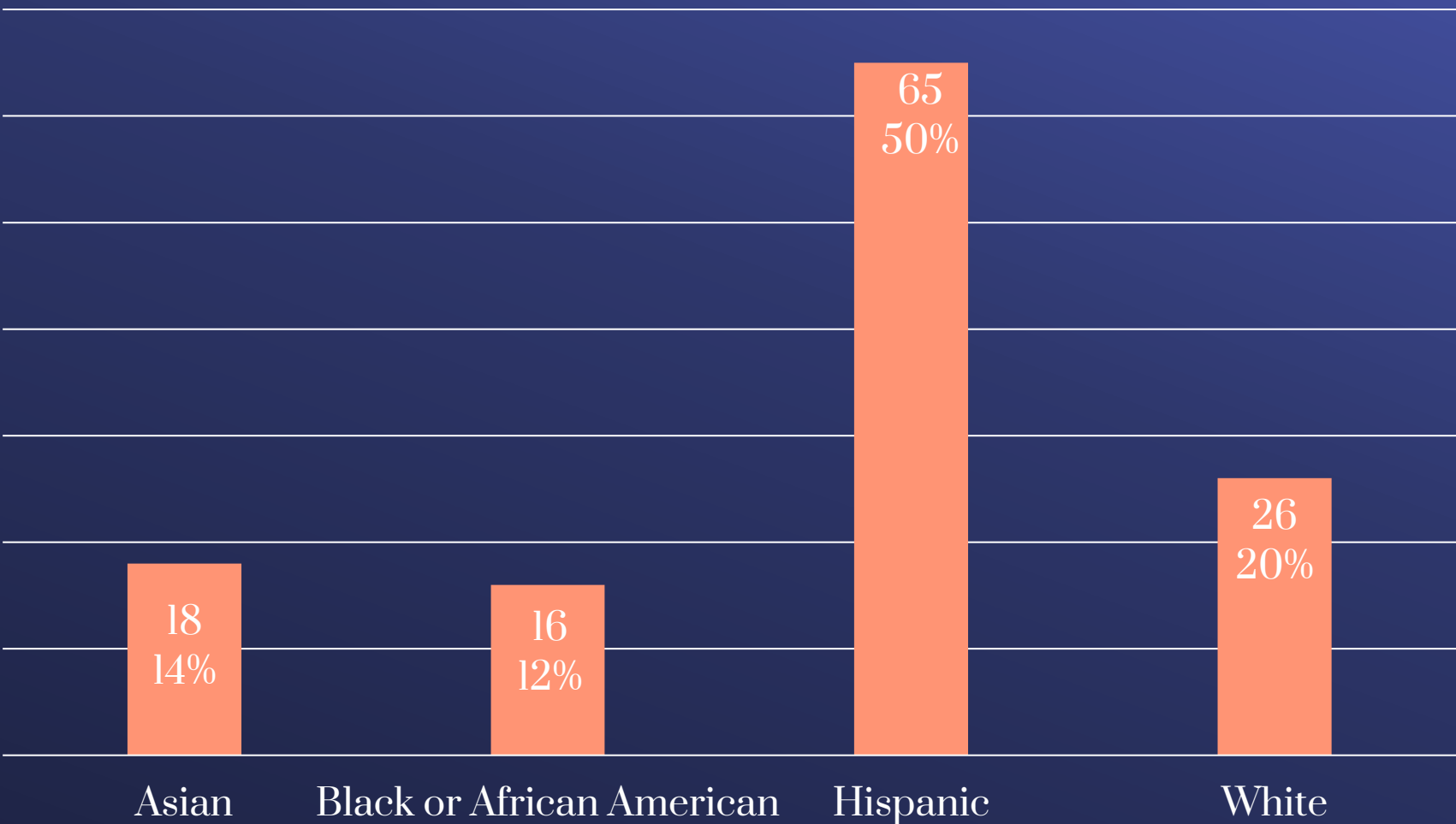
Total # of employees = 1,899

10 employees in Category
Women 5 (50%)
Male 5 (50%)



Metropolitan Workforce by EEO Category

Paraprofessionals



Demographics

Race/Ethnicity

Total # of employees = 1,899

130 employees in Category

Women 101 78(%)

Male 29 (22%)

Metropolitan Workforce by EEO Category

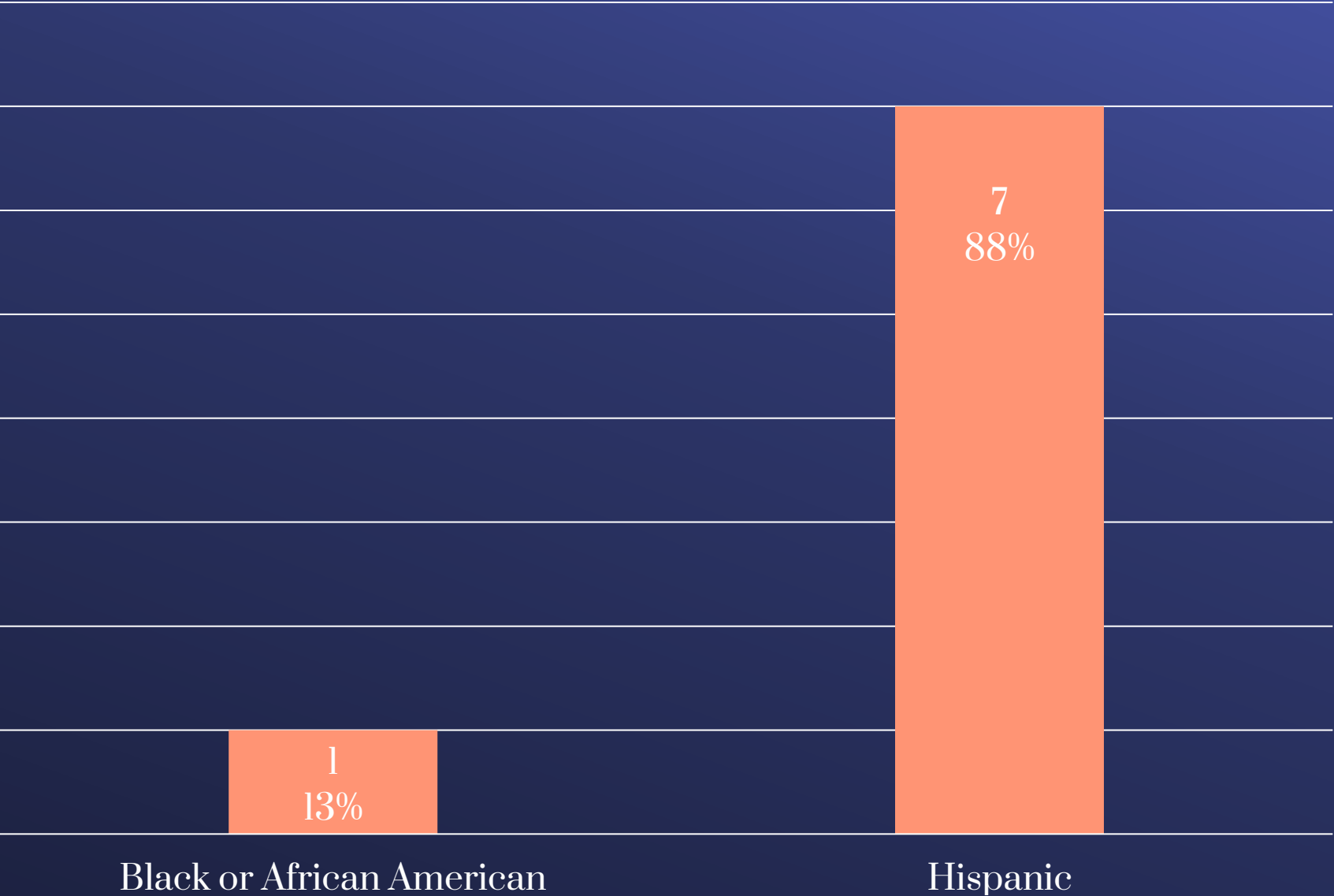
Administrative Support

Demographics

Race/Ethnicity

Total # of employees = 1,899

8 employees in Category
Women 4 (50%)
Male 4 (50%)



Metropolitan Workforce by EEO Category

Skilled Craft Workers

Demographics

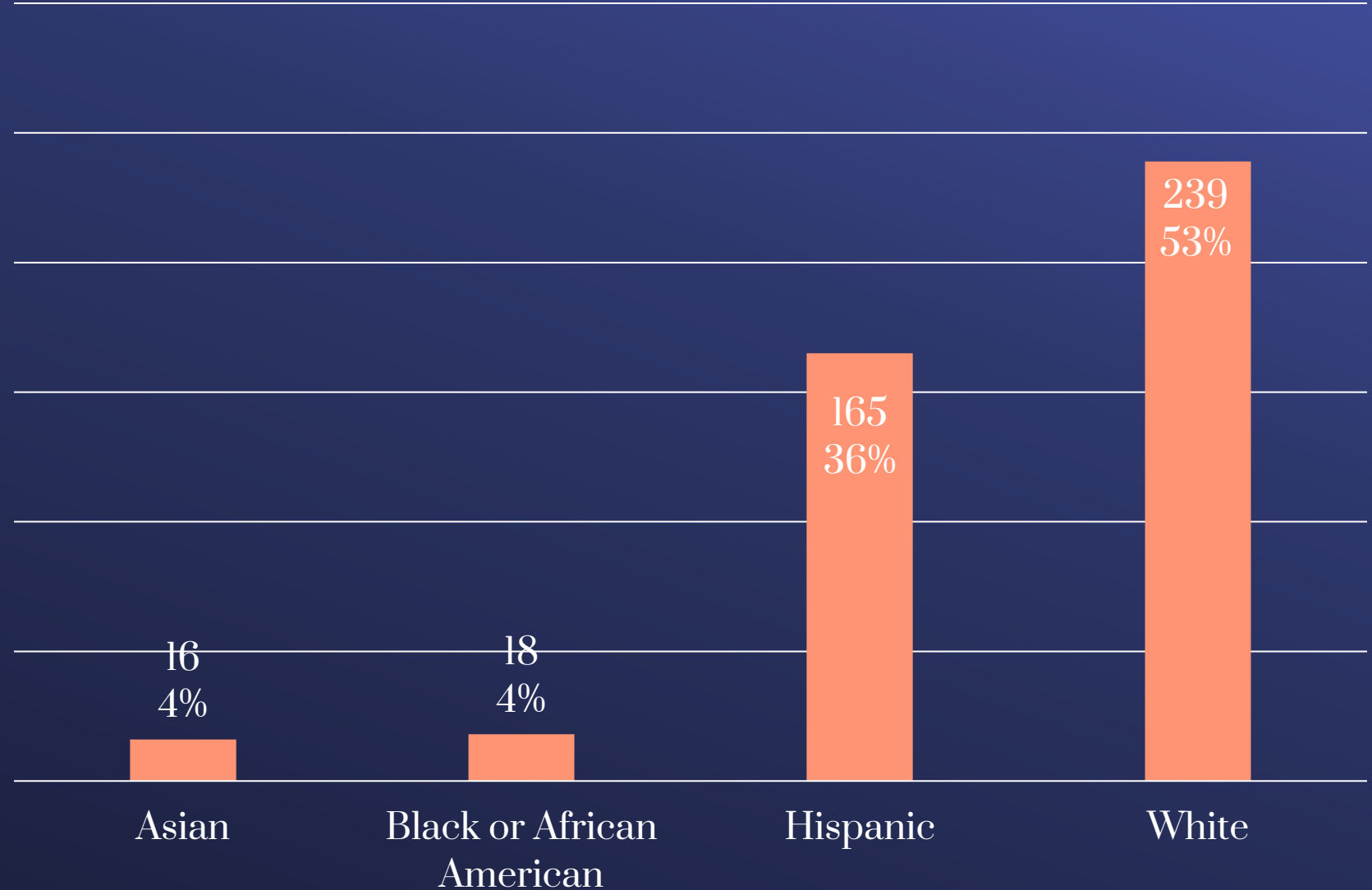
Race/Ethnicity

Total # of employees = 1,899

455 employees in Category

Women 3 (1%)

Male 452 (99%)



Metropolitan Workforce by EEO Category

Service Maintenance

Demographics

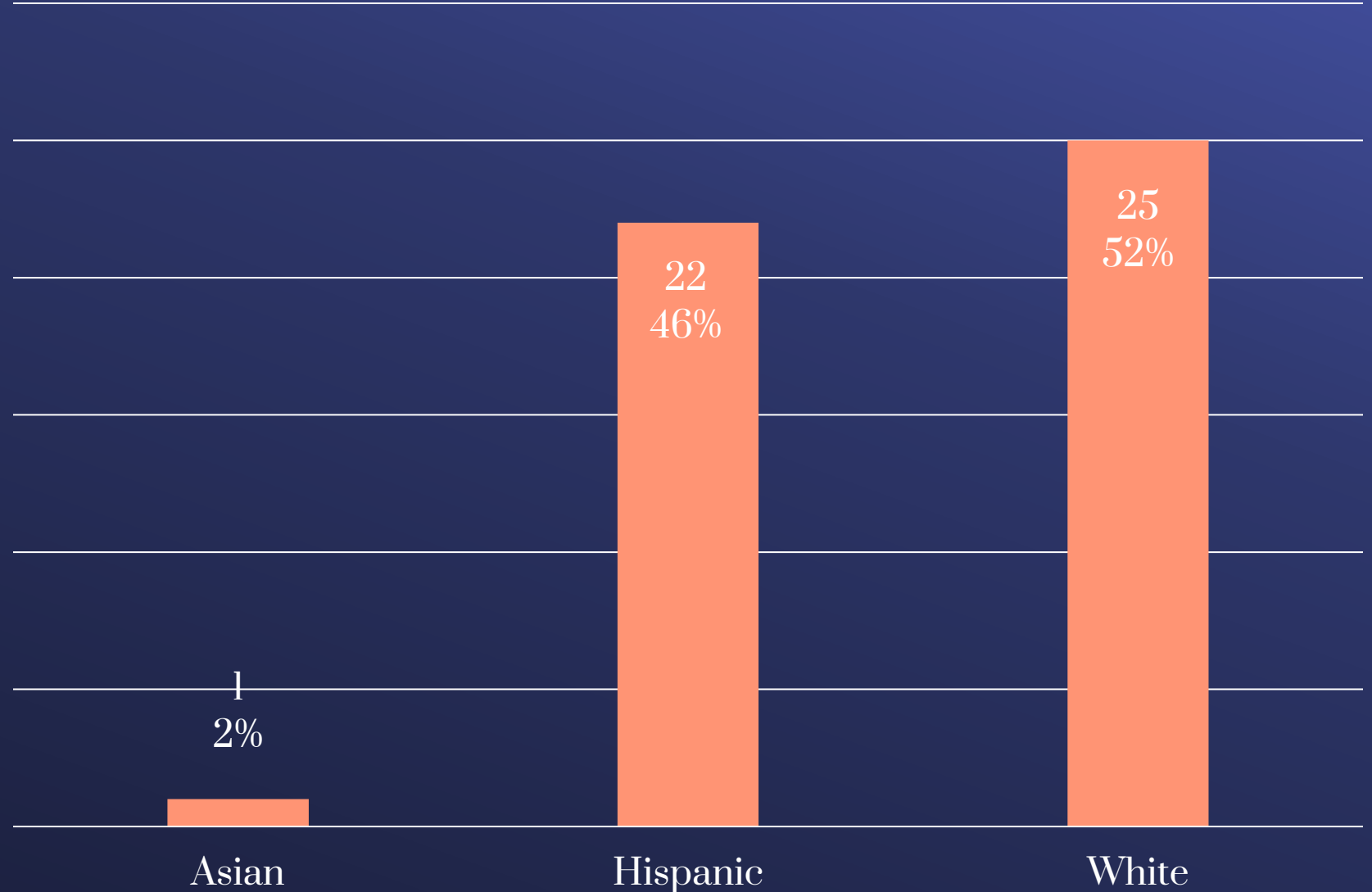
Race/Ethnicity

Total # of employees = 1,899

48 employees in Category

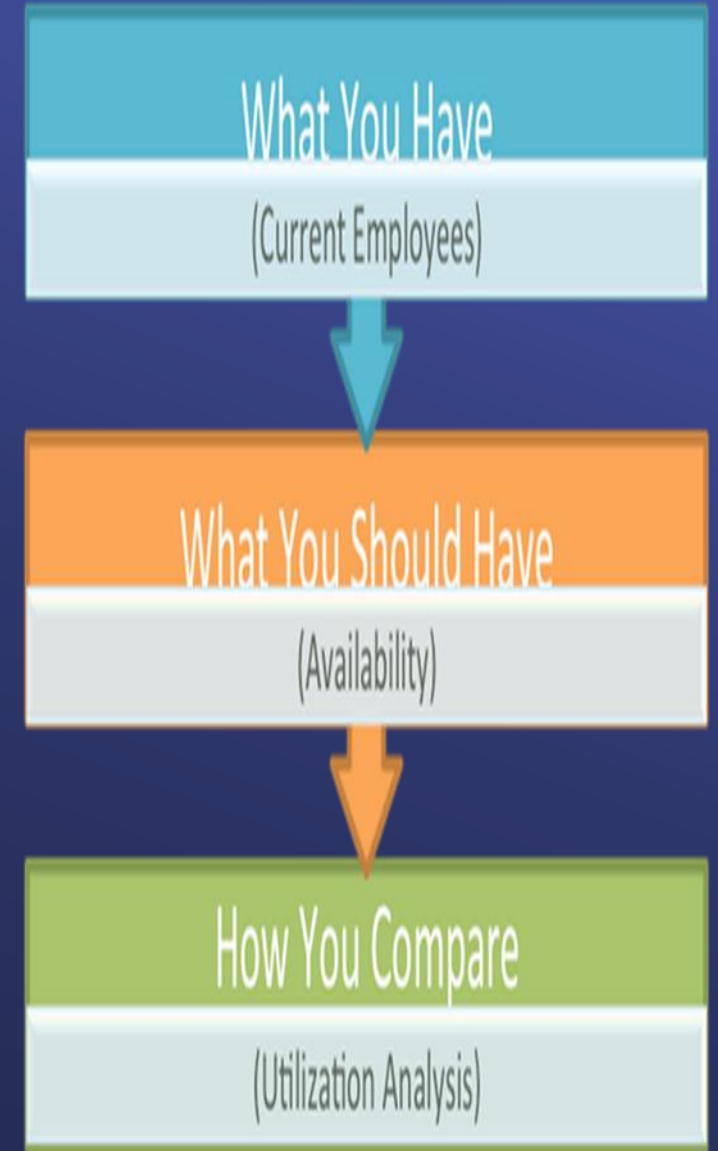
Women 14 (29%)

Male 34 (71%)



Utilization/Underutilization (regulatory terms)

- Utilization Analysis – analysis of the workforce demographics in comparison to the available demographics represented in the relevant labor pool (census, feeder, jobs).
- Underutilization – when women and minorities are not employed at a rate to be expected given their availability in the relevant labor pool. It does not mean there is a legal violation nor is it an indication that Met or any individual group has done anything wrong.



Equal Employment Opportunity

Granada Hills NDP

Total # of employees = 67

Underutilization

Job Classification	Female	Minority
Water Treatment Plant Specialist	No	Yes
Water Treatment Operator I	No	Yes
Water Treatment Operator II	No	Yes
Water Treatment Operator III	No	Yes

Equal Employment Opportunity

La Verne NDP

Total # of employees = 387

Underutilization

Job Classification	Female	Minority
Administrative Assistant I, II, III	Yes	No
Water Treatment Plant Specialist	No	Yes
Water Treatment Plant Operator I, II, III	No	Yes

Equal Employment Opportunity

Los Angeles NDP

Total # of employees = 990

Underutilization

Job Classification	Female	Minority
Principal Information Tech Analyst	Yes	Yes
Principal Information Tech Network Engineer	Yes	Yes
Mailroom Assistant III	Yes	No
Reprographics Technician III	Yes	No
Sr. Reprographic Technician	Yes	No

Equal Employment Opportunity

Riverside NDP

Total # of employees = 124

Underutilization

Job Classification	Female	Minority
Operations & Maintenance Tech III	No	Yes
Operations & Maintenance Tech IV	No	Yes
Water Treatment Plant Specialist	No	Yes
Water Treatment Plant Operator II	No	Yes
Water Treatment Plant Operator III	No	Yes

Equal Employment Opportunity

Winchester NDP

Total # of employees = 104

Underutilization

Job Classification	Female	Minority
Instrument & Control Tech II	No	Yes
Instrument & Control Tech III	No	Yes
Instrument & Control Tech Specialist	No	Yes
Water Treatment Plant Specialist	No	Yes
Water Treatment Plant Operator II	No	Yes
Water Treatment Plant Operator III	No	Yes

Equal Employment Opportunity

Yorba Linda NDP

Total # of employees = 69

Underutilization

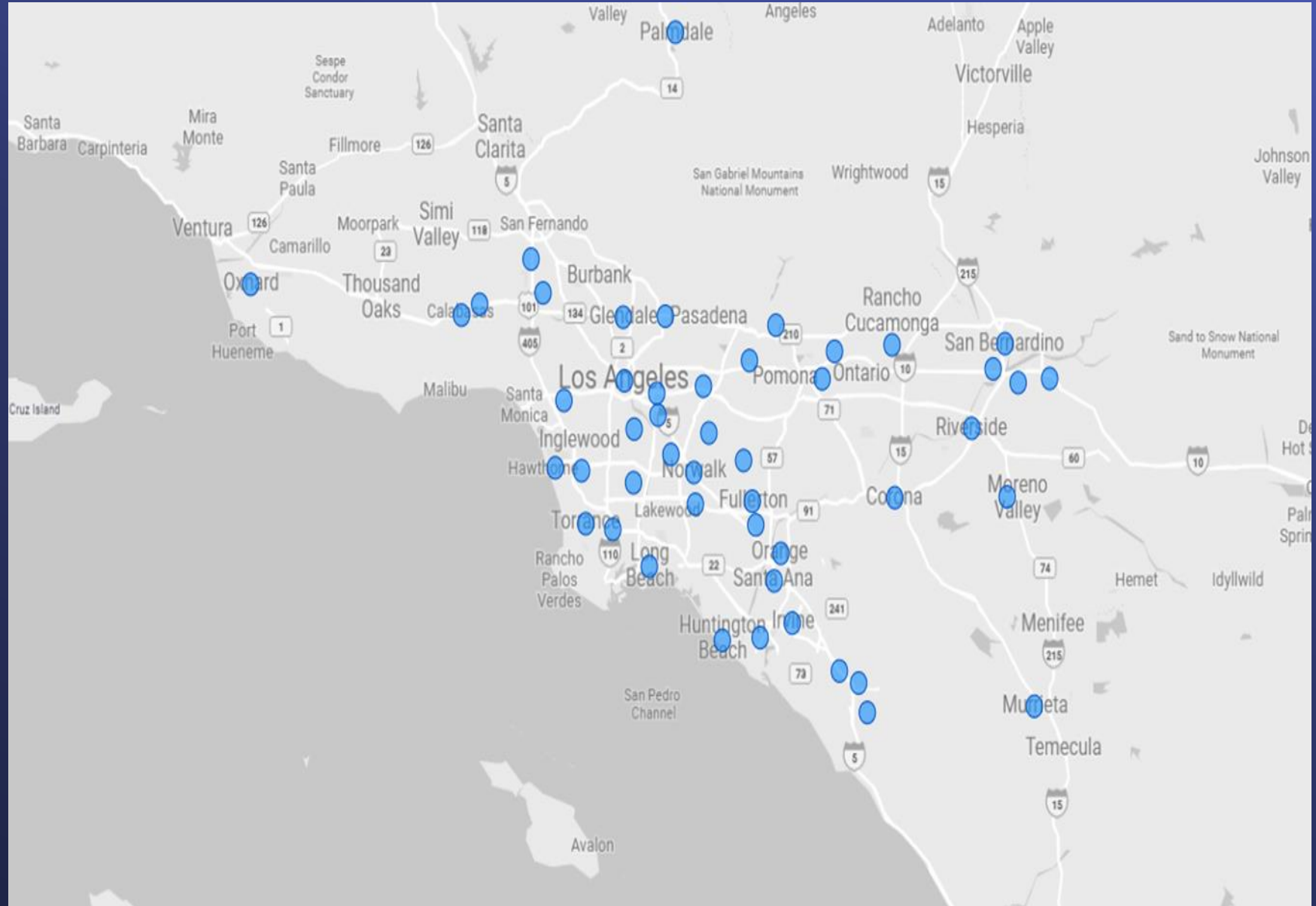
Job Classification	Female	Minority
Team Manager IV	Yes	No
Team Manager VI	Yes	No
Water Treatment Plant Specialist	No	Yes
Water Treatment Plant Operator II	No	Yes
Water Treatment Plant Operator III	No	Yes

Concurrence Process

- Defined - Concurring in the hiring and promotion process means the EEO Representative has reviewed employment documents and practices to ensure equity and fairness in the recruitment process.
- Process and Procedures – EEO will attend Hiring Strategy Meeting for identified recruitments.
- Recruitments Monitored by EEO –
 - ✓ Underutilized job classifications
 - ✓ Homogenous interview panels
 - ✓ Other EEO related matters

DEI Workforce Development

Expanding Outreach through System Automation



DEI Workforce Development

In Person & Virtual Events



August 2024 to June 2025

- Organized successful inaugural regional workforce development summit
- Participated in a total of **113** outreach events (in 10 months, average **11** events per month)



DEI Workforce Development

Workforce Development Mobile App

- Launched: May 1, 2025
- As of November 2025, **679** users opted in



DEI Workforce Development

Strategic
Outreach



- Management
- Human Resources
- EEO
- Community Organizations
- Educational Institutions

Equal Employment Opportunity

Key Takeaways

- The NDP and AAP involve proactive efforts for equal opportunity. Not quotas or preferences.
- Underutilization \neq violation
- Taking any protected characteristic into account when making any employment decision is unlawful.

