



Ethics, Organization, and Personnel Committee

# Non-Discrimination Program (NDP) Update

Item 6b

January 13, 2025

**Item # 6b**  
Non-Discrimination  
Program (NDP)  
Update

**Subject**

Inform Board of FY24 Non-discrimination  
Program results

**Purpose**

Informational update

## Discussion Items

- Non-Discrimination Program
- Legal Requirements
- Utilization & Underutilization
- EEO Categories
- NDP Results
- Concurrence Process
- Partnership

Non-Discrimination Program

NDP

## Non-Discrimination Program

- A non-discrimination program is a set of specific and result-oriented procedures to which a contractor or subcontractor commits itself for the purpose of insuring equal opportunity for all applicants.

## Legal Requirements

- Non-Discrimination Program is a California state requirement per Met's state contractor status. California Code of Regulations, Title 2, § 11103
- Affirmative Action Programs required for Veterans and Individuals with Disabilities

California Code of  
Regulations, Title 2, § 11103

Section 503 of the  
Rehabilitation Act of 1973

Vietnam Era Veterans'  
Rehabilitation Act of 1974

Non-discrimination Program	Jobs Filled	% of Veterans Hired 5.2% hiring benchmark established by the OFCCP	IWD 7% aspirational goal established by the OFCCP
NDP 1 Winchester	14	20%	3.8%
NDP 2 Deserts	36	0%	6.5%
NDP 3 La Verne	71	4%	5%
NDP 4 Riverside	24	16.7%	3.8%
NDP 5 Granada Hills	6	0%	1.4%
NDP 6 Yorba Linda	13	0%	5.3%
NDP 7 Los Angeles/Sacramento/Washington	221	0%	7.3%

California Code of Regulations, Title 2, § 11103

Section 503 of the Rehabilitation Act of 1973

Vietnam Era Veterans' Rehabilitation Act of 1974



## Utilization/Underutilization

- Utilization Analysis – an 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 being employed at a rate to be expected given their availability in the relevant labor pool.



# EEO-4 Report



## EEO-4 Data Collection

- EEO 1 Officials & Administrators (mgmt.) **335**
- EEO 2 Professionals (analysts) **670**
- EEO 3 Technicians (engineering techs) **236**
- EEO 4 Protective Services (security) **7**
- EEO 5 Paraprofessionals (law clerks) **125**
- EEO 6 Admin Support (mailroom assistants) **9**
- EEO 7 Skilled Craft (pump specialists) **479**
- EEO 8 Service Maintenance (truck drivers) **46**



Locations  
**NDP's**

Non-Discrimination Program	Employees	Worksite	Location
NDP 1 Winchester	106	Diamond Valley Lake (38) Robert Skinner Filtration Plant (68)	Winchester, CA
NDP 2 Deserts	169	Eagle Mountain Pumping Plant (15) Gene Camp (106) Hinds Pumping Plant (9) Intake Pumping Plant (9) Iron Mountain Pumping Plant (25)	Desert Center Parker Dam Desert Center Parker Dam Earp
NDP 3 La Verne	398	F E Weymouth Filtration Plant (394)	La Verne
NDP 4 Riverside	130	Henry J Mills Filtration Plant (56) Lake Mathews Reservoir (70)	Riverside
NDP 5 Granada Hills	70	Joseph Jensen Filtration Plant	Granada Hills
NDP 6 Yorba Linda	75	Robert Diemer Filtration Plant	Yorba Linda
NDP 7 Los Angeles/Sacramento/Washington	959	Eagle Rock Control Structure (17) Soto Street Facility (38) Union Station Headquarters (860) Pub Affairs & Conservation/San Diego (1)  Sacramento (24) Washington, DC Legislative Office (2)	Los Angeles Los Angeles Los Angeles San Diego  Similar work (lobbyist) Sacramento, state, Washington, federal.
<b>Total</b>	<b>1,907</b>		

Underutilization Results

# NDP's

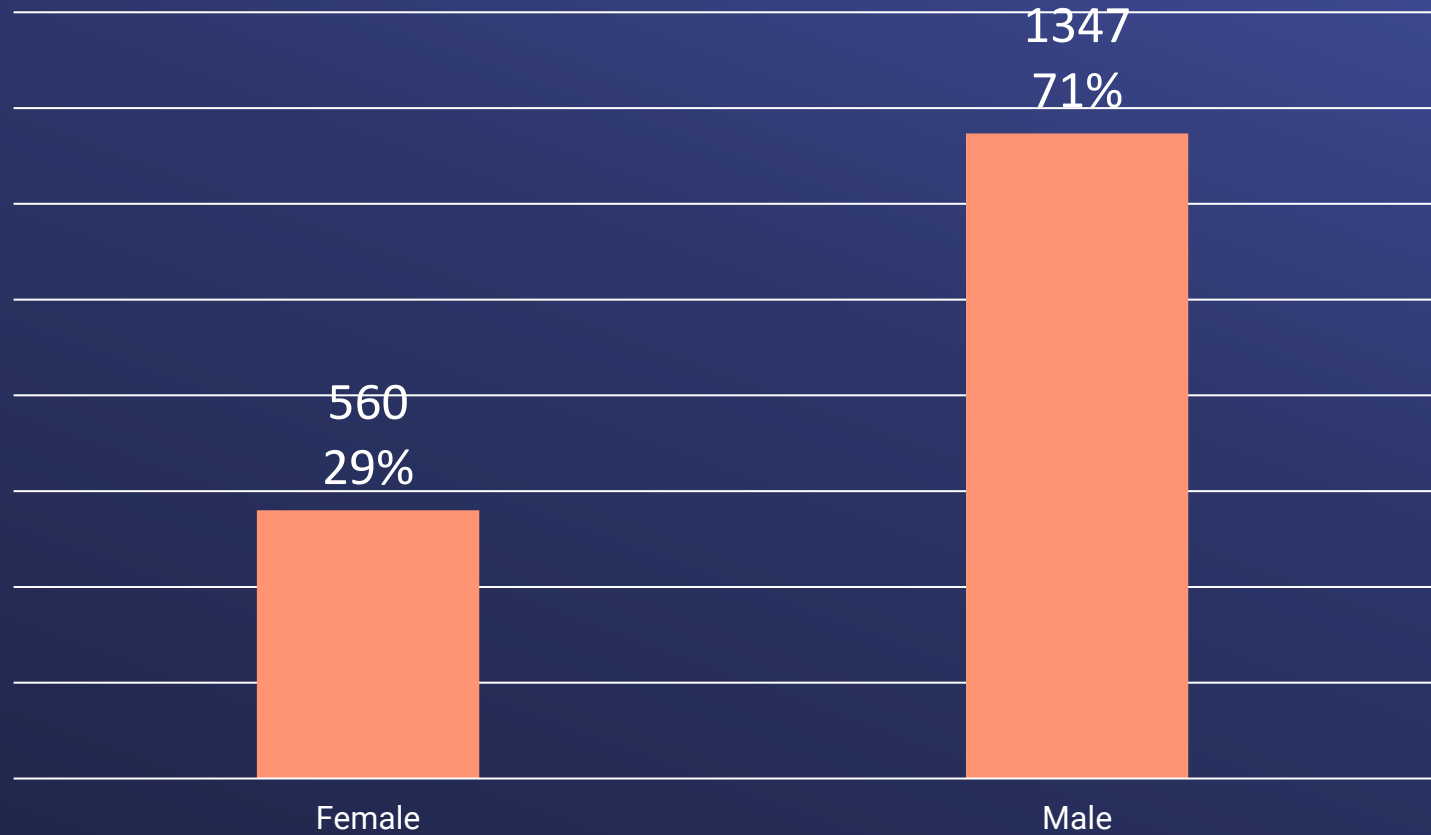
Non-Discrimination Program	Female	Minority
Winchester	Officials & Administrators	Officials & Administrators Technicians
Deserts	Paraprofessionals	n/a
La Verne	Technicians	n/a
Riverside	n/a	n/a
Granada Hills	n/a	n/a
Yorba Linda	Officials & Administrators	Officials & Administrators Protective Services
Los Angeles/Sacramento/Washington	Professionals Administrative Support	Professionals Technicians Skilled Craft Workers

Demographics

# Gender

Total # of employees = 1,907

## Metropolitan Workforce

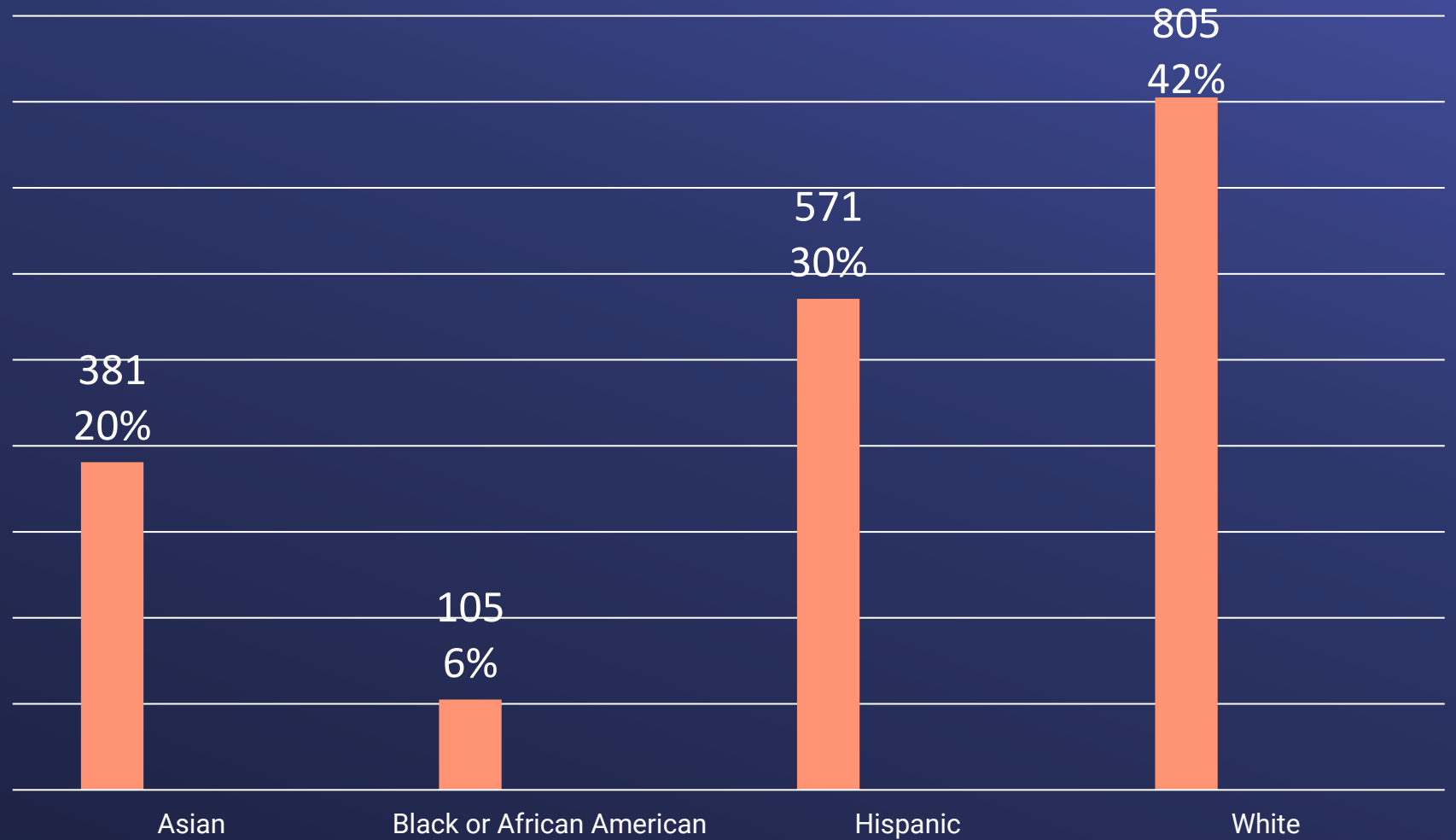


Demographics

# Race/Ethnicity

Total # of employees = 1,907

## Metropolitan Workforce

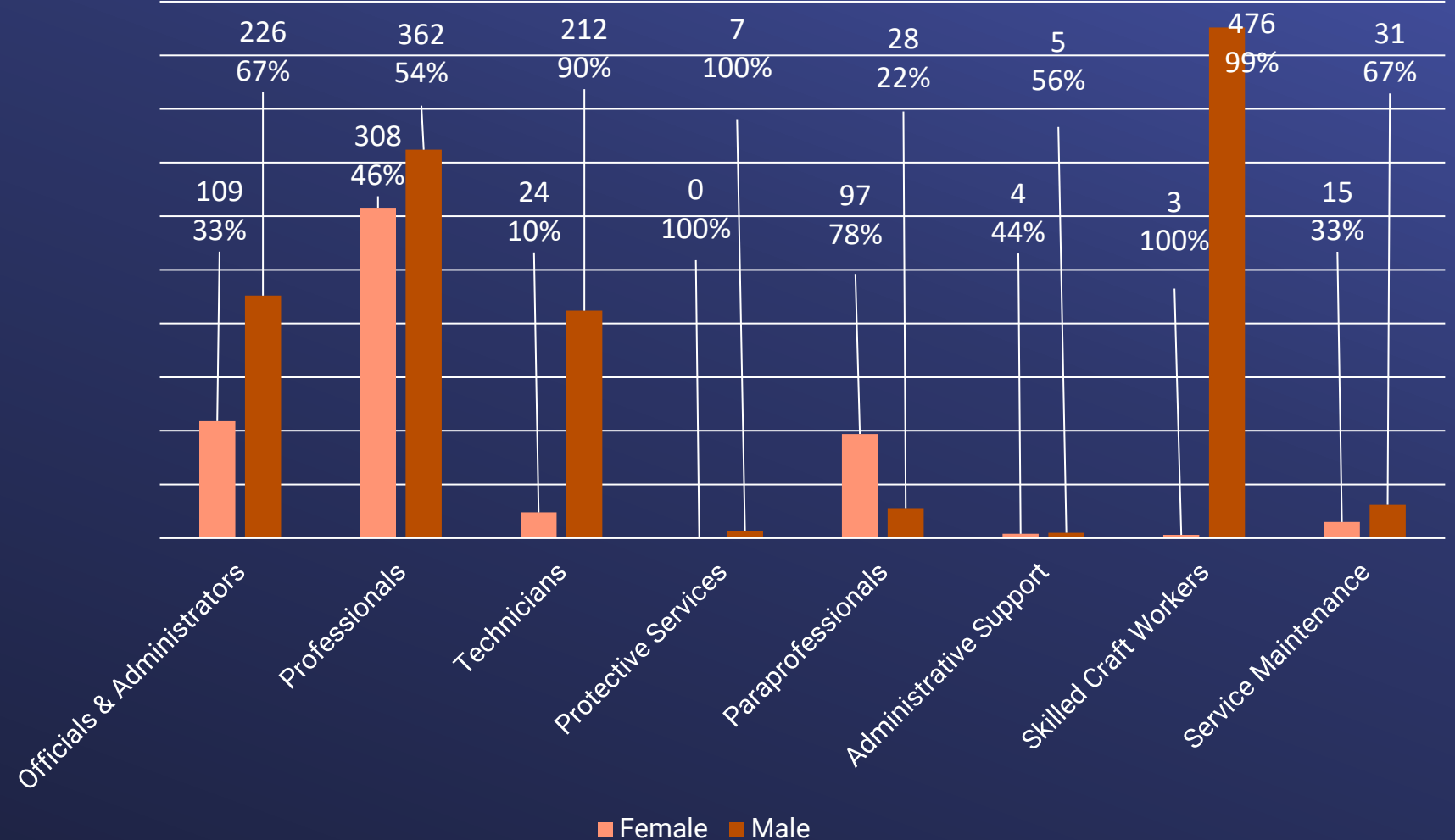


Demographics

# Gender

Total # of employees = 1,907

## Metropolitan Workforce by EEO Category



Demographics

# Race/Ethnicity

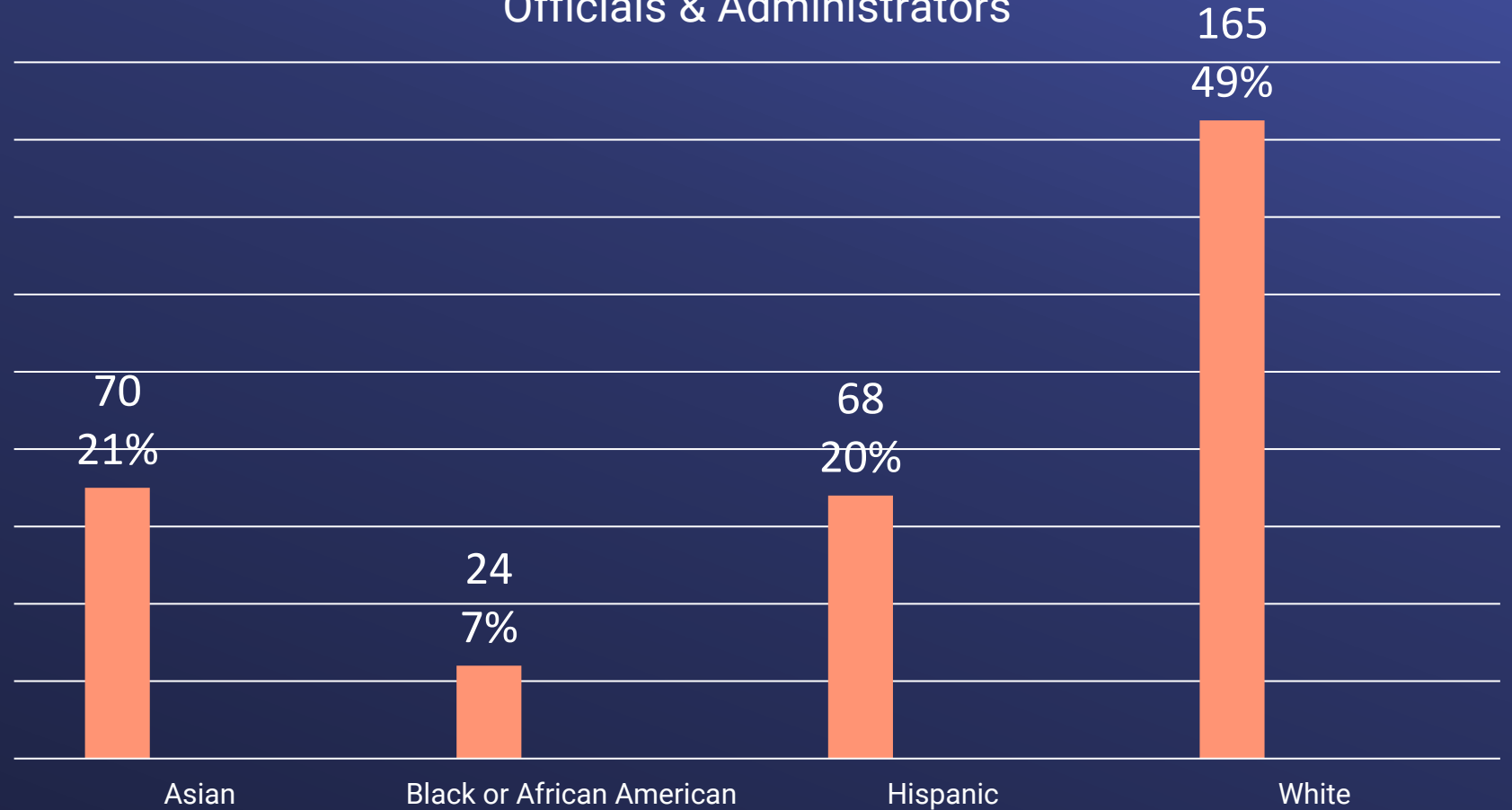
Total # of employees = 1,907

335 employees in EEO Category

Ex. Manager positions

## Metropolitan Workforce by EEO Category

Officials & Administrators



Demographics

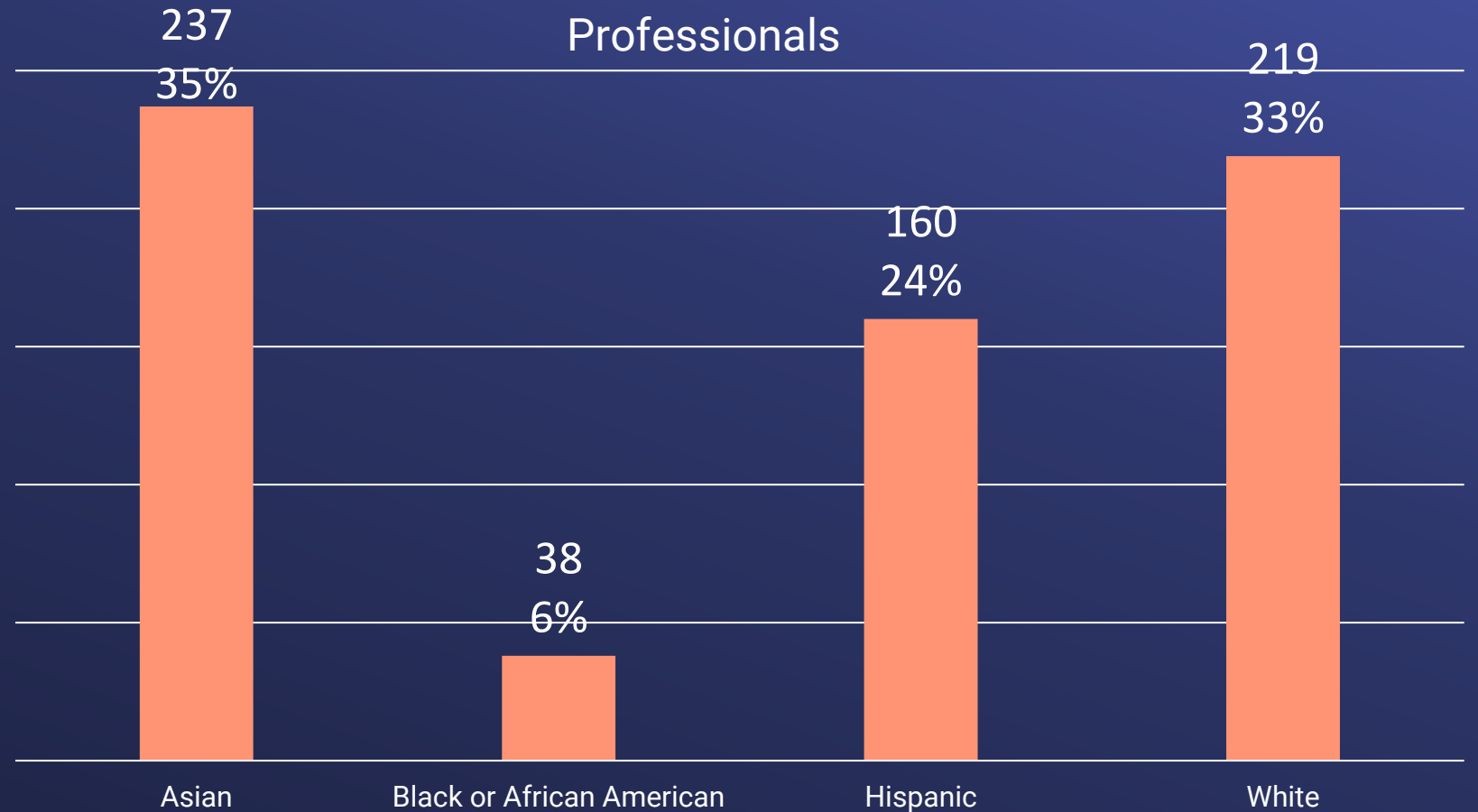
# Race/Ethnicity

Total # of employees = 1,907

670 employees in EEO Category

Ex. Analyst positions

## Metropolitan Workforce by EEO Category





Demographics

# Race/Ethnicity

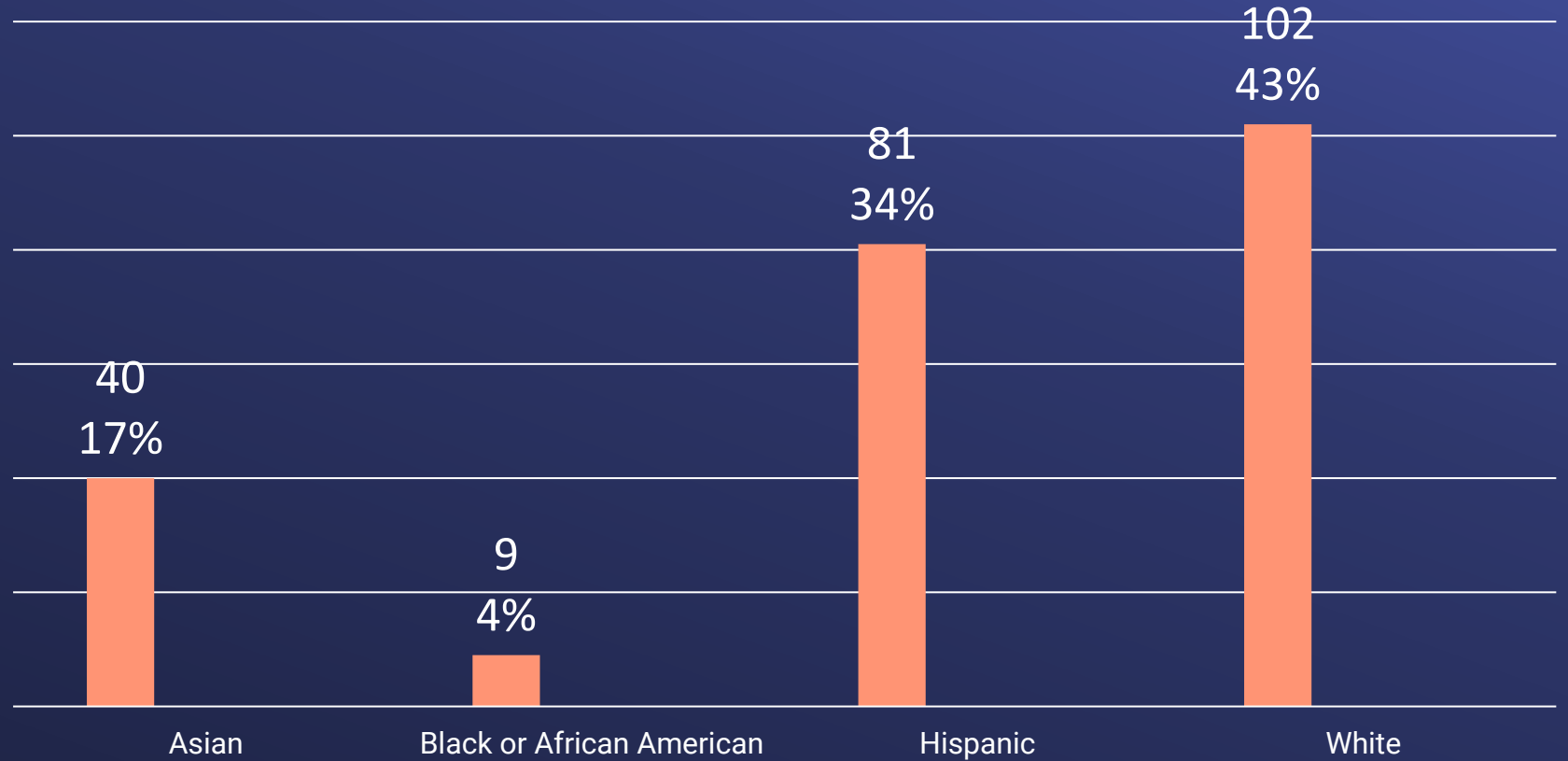
Total # of employees = 1,907

236 employees in EEO  
Category

Ex. Engineering Technicians

## Metropolitan Workforce by EEO Category

### Technicians

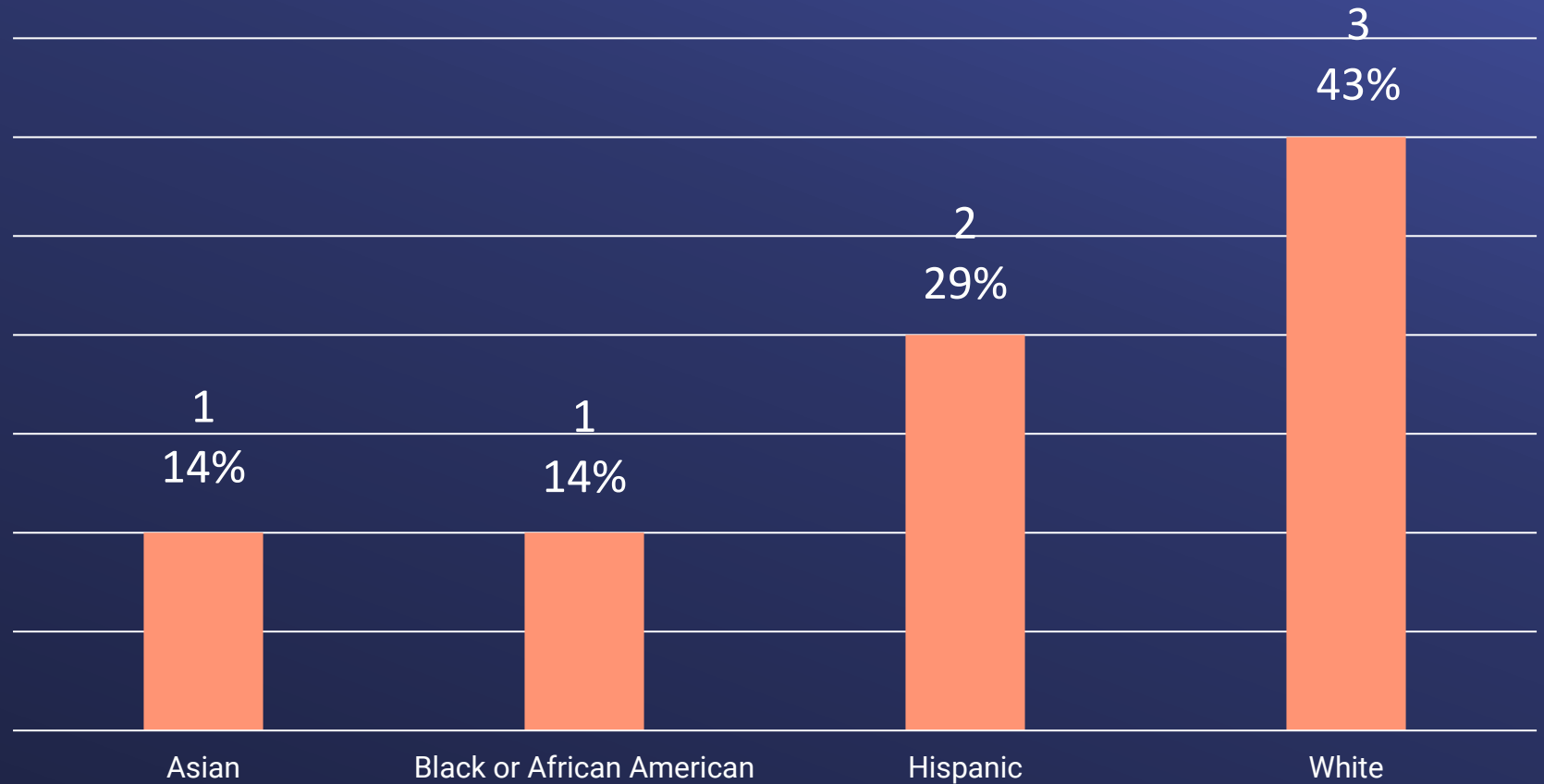


Demographics

# Race/Ethnicity

# Metropolitan Workforce by EEO Category

Protective Services



Total # of employees = 1,907

7 employees in EEO Category

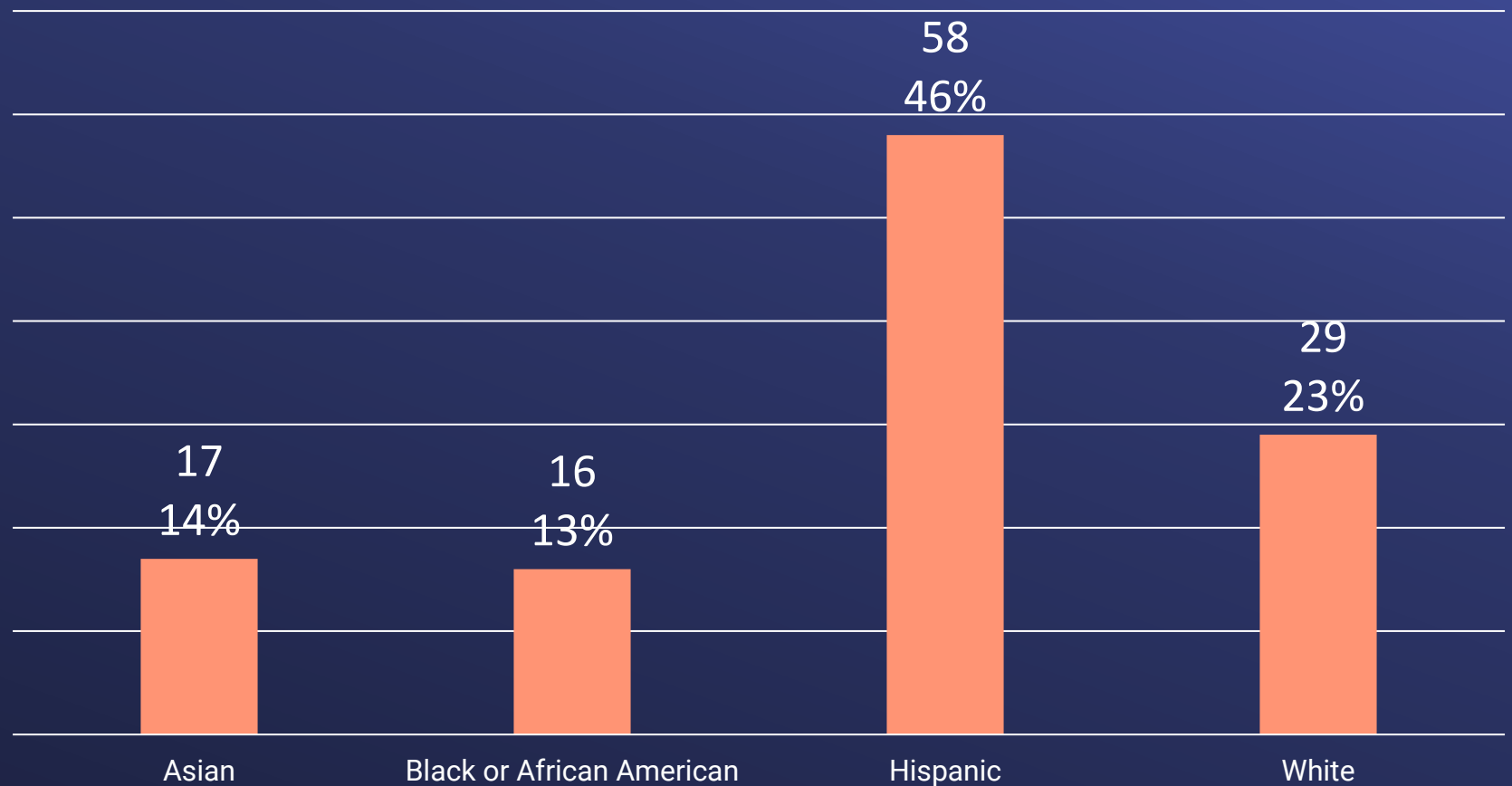
Ex. Security

Demographics

# Race/Ethnicity

# Metropolitan Workforce by EEO Category

## Paraprofessionals



Total # of employees = 1,907

125 employees in EEO Category

Ex. Law Clerks

Demographics

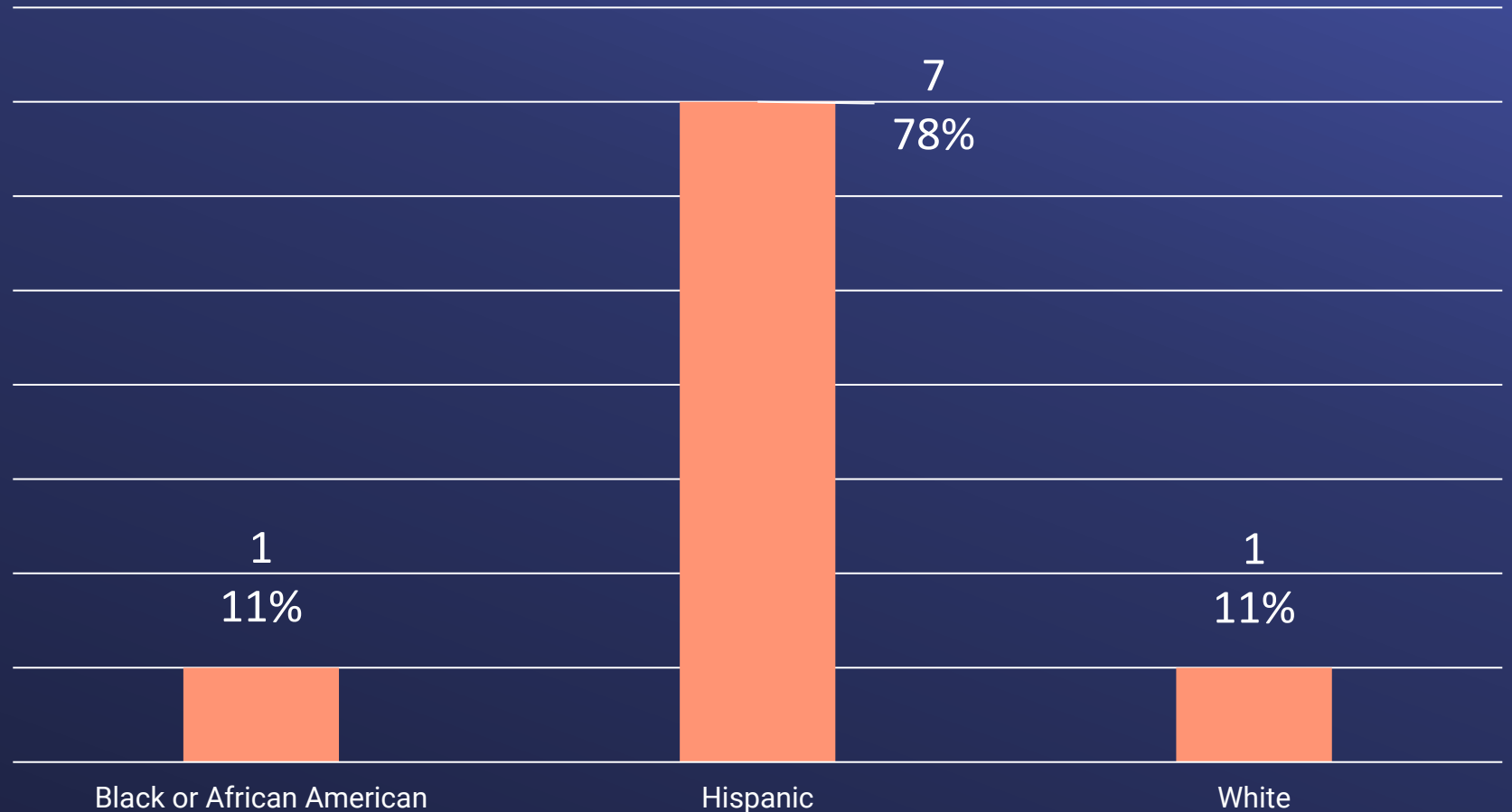
# Race/Ethnicity

Total # of employees = 1,907

9 employees in EEO Category

Ex. Mailroom Assistants

## Metropolitan Workforce by EEO Category Administrative Support



Demographics

# Race/Ethnicity

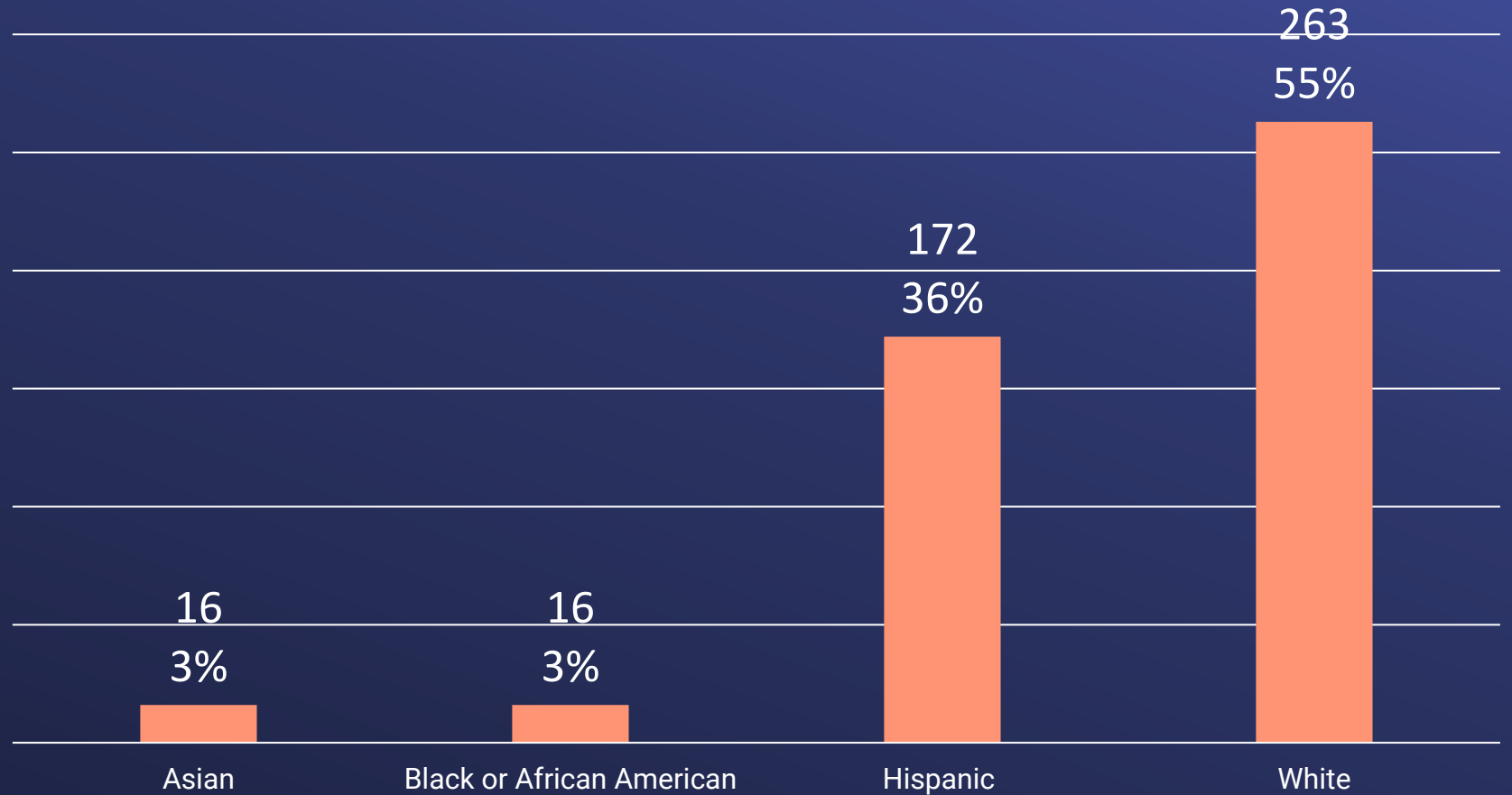
Total # of employees = 1,907

479 employees in EEO  
Category

Ex. Pump Specialists

## Metropolitan Workforce by EEO Category

### Skilled Craft Workers



Demographics

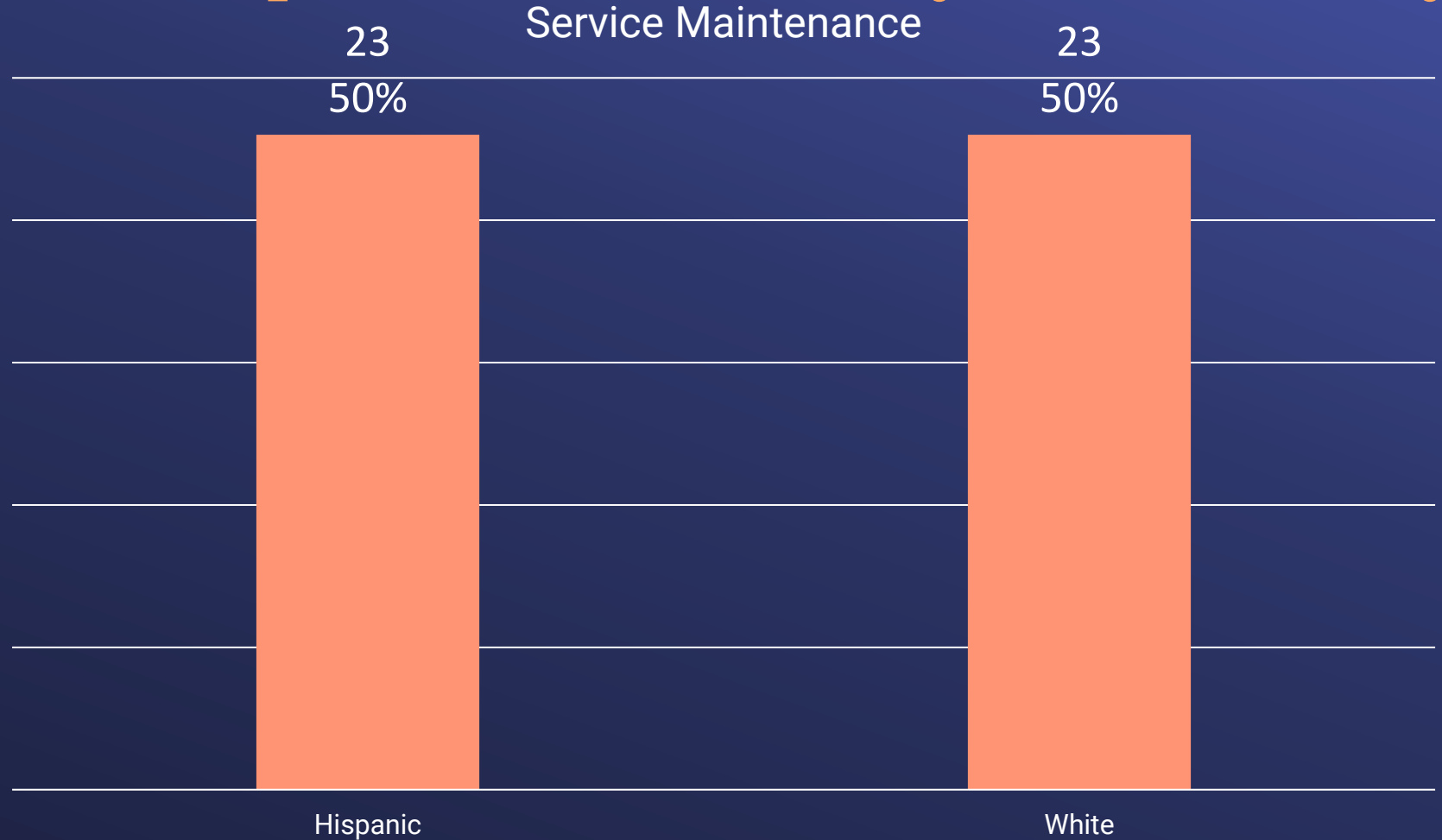
# Race/Ethnicity

Total # of employees = 1,907

46 employees in EEO Category

Ex. Truck Drivers

## Metropolitan Workforce by EEO Category



# EEO Concurrence

## Defined

- Concurring in the hiring and promotion process means the EEO Office has reviewed employment documents and practices to ensure equity and fairness in the recruitment process.



# EEO Concurrence

## Process

- EEO will attend Hiring Strategy Meeting for underutilized positions/positions requiring further review
- Conduct outreach as outlined by EEO/DEI
- Interview panel diversity
- Appeal Process

# Workforce Development Priorities



## Community Engagement

Outreach with local community organizations, Native nations, veterans, and underserved and/or historically excluded communities.



## K-12 Career Pathways

Collaborate with schools to inspire and motivate students about careers in water.



## Work Readiness

Engage with career development organizations for industry awareness, internship opportunities and career pathway information.



## Training

Partner with educational institutions to develop training programs and grant funding initiatives.

# Key Takeaways



Compliance

Underutilization  $\neq$  violation

Taking any protected characteristic into account in making any employment decision is unlawful.

Partnerships

