



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Equal Employment Opportunity Group

### • Equal Employment Opportunity April 2024 Monthly Activity Report

#### Summary

---

This report provides a summary of Equal Employment Opportunity April 2024 Monthly Activities.

#### Purpose

---

Informational

#### Attachments

---

None

#### Detailed Report

---

### Desert Facilities

To increase awareness of Metropolitan's EEO policies and programs across Metropolitan facilities, and to help safeguard the right to a discrimination-free, harassment-free and retaliation-free workplace for all employees, EEO staff held office hours at four desert facilities, including Gene, Iron Mountain, Eagle Mountain and Hinds. The office hours took place from April 8, 2024 to April 10, 2024. During this time, EEO staff were available to meet with Metropolitan employees in the desert region to share more information about the EEO Office's policies and procedures, and to assess any EEO work-related concerns.

### EEO Investigation 101

On April 16, 2024, the EEO Office conducted its EEO Investigations 101 training. This interactive and informative training was open to all MWD employees and included an overview of the EEO Office and its mission and guiding principles; the complaint intake process, and investigative guidelines for conducting EEO investigations. The goal of EEO Investigations training series is to ensure that Metropolitan employees know how to file an EEO complaint, have a better understanding of the complaint process and their rights and responsibilities in the workplace, and to help build a positive rapport with the EEO Office.

### Weymouth Tour

On April 17, 2024, the EEO Office participated in a tour of the Weymouth Water Treatment Plant, as part of a raffle the EEO team won in 2023 to tour the La Verne Facility. The tour included an overview of the Manufacturing Services Unit Shops, the Ozone Facility, the Engineering Services Building, the Fleet Shop, 3D Survey and the Water Quality Laboratory. After the tour, the EEO Office had the opportunity to conduct a presentation for La Verne management on the EEO Office's core guiding principles, EEO protected categories and prohibited conduct, and the EEO complaint and investigative process. A big thank you to Ric Johnston, Alicia Escovedo and the rest of his team for their generous welcome and the time and knowledge they shared with us about their important work.

Date of Report: May 14, 2024

Board Report Equal Employment Opportunity April 2024 Monthly Activity Report







