



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity Group

- **Equal Employment Opportunity Monthly Activity Report.**

Summary

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

Purpose

Informational

Attachments

None

Detailed Report

Activity Report

This month, some of the Equal Employment Opportunity (EEO) staff attended the Association of Workplace Investigators' (AWI) Annual Conference held in San Diego, CA. AWI is a professional membership association for individuals who conduct, manage, or have professional interest in workplace investigations. Its mission is to promote and enhance the quality of impartial workplace investigations. In support of this mission, EEO attended sessions such as "How to Handle the Most Challenging Witnesses," "Best Practices for Conducting Multifaceted C-Suite Investigations" and "Investigating Complex Sexual Harassment Cases." The EEO Office will continue to attend trainings and conferences to ensure we maintain the gold standard in conducting fair, impartial and thorough investigations.

On September 19th, EEO conducted a concurrence process training to forty-seven (47) Section/Unit/Team managers in Integrated Support Services, Treatment & Water Quality, and Conveyance & Distribution. The purpose of this training was to provide hiring managers, in this section, with an understanding of EEO's role in the recruitment process. EEO explained that an EEO representative would attend the Hiring Strategy meetings for underutilized positions and other positions deemed by the EEO Office to require further monitoring, to assist management with identifying relevant targeted outreach and to discuss other steps in the process that EEO would be involved in. For example, EEO may observe interviews, review testing material, interview questions, selection justifications and other related processes that are used for making employment-related decisions.