



THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA

# Board Report

## Equal Employment Opportunity

### • Equal Employment Opportunity July 2024 Monthly Activity

#### Summary

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

#### Purpose

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Informational

#### Attachments

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None

#### Detailed Report

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#### Activity Report

On July 25, EEO piloted its new two-hour live interactive training for managers, titled Recognizing Discrimination, Harassment and Retaliation. EEO will begin rolling out this training for all Metropolitan managers in September, with more dates to follow, as an alternative to the video webinar that is available on Metropolitan's training portal. The training satisfies California's sexual harassment prevention training requirements pursuant to SB1343.

On July 17, EEO conducted a concurrence process training to Metropolitan's recruitment team. In this training, EEO provided recruitment staff with an overview of requirements Metropolitan is required to abide by as it pertains to recruitments. This includes CFR 60-1.4(a), 41 CFR 60-300.5(a), and 41 CFR 60-741.5(a). These regulations prohibit discrimination against individuals based on their protected status. EEO will begin rolling out the concurrence process effective August for positions that have been identified as underutilized and will revisit the concurrence process with recruitment staff in September to address feedback/concerns that come up during implementation. EEO will schedule concurrence process training to hiring managers after addressing feedback or potential concerns discussed at the September meeting.