



Annual Report on Equal Employment Opportunity Policy and Affirmative Action Program

Organization, Personnel & Technology Committee

Item 4a

April 14, 2015

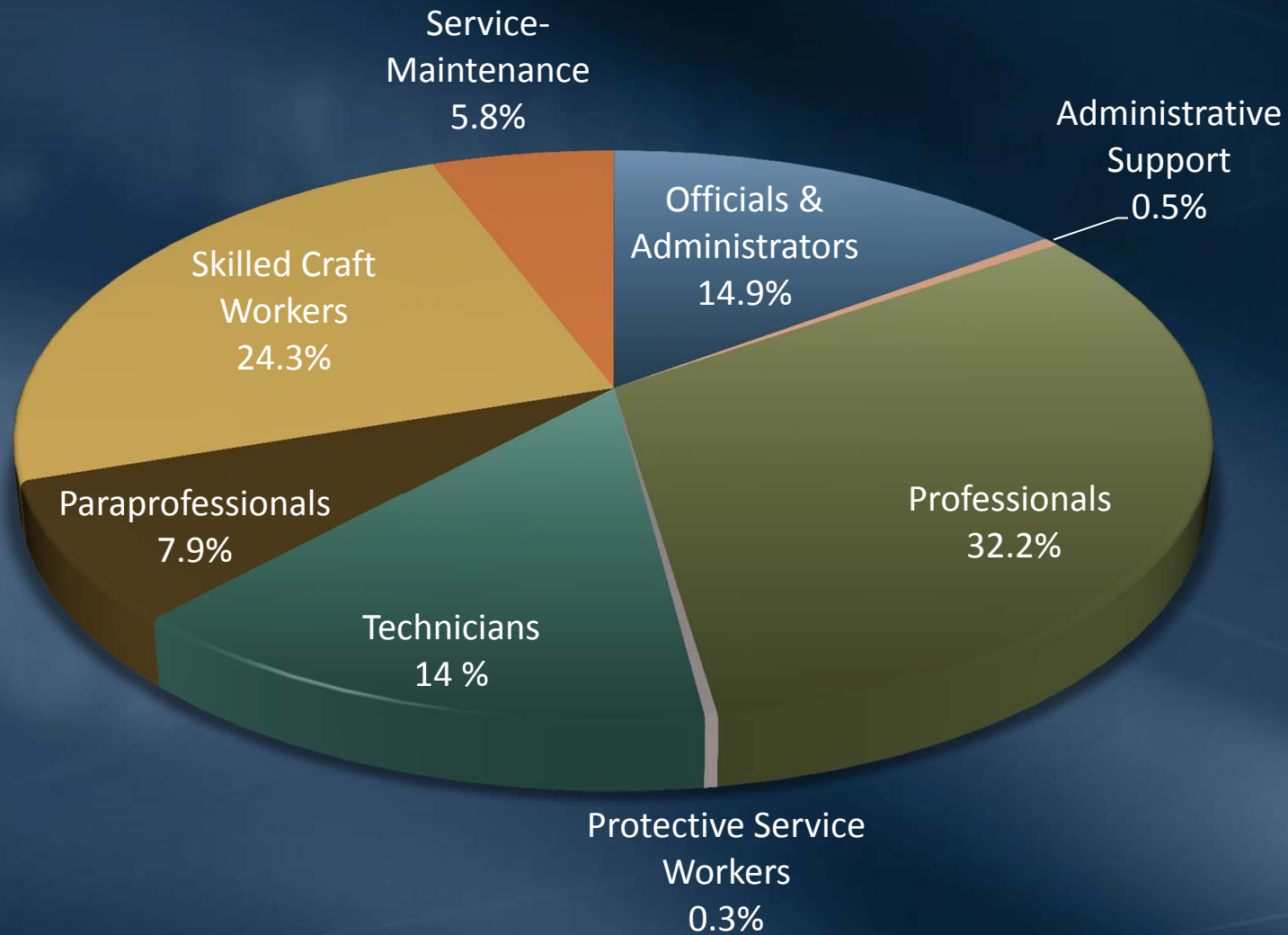
Equal Employment Opportunity Program

- Workforce and Job Action Demographics
- Affirmative Action Program
- Outreach and Recruitment Efforts

Metropolitan's Workforce as of 12/31/14

Total	1802	
Male	1342	74.5%
Female	460	25.5%
White	938	52.1%
Minorities	864	47.9%
Asian/Pacific Islander	311	17.3%
Black	144	8%
Hispanic	401	22.3%
Native American/Alaskan Native	8	.4%

Workforce by EEO Category



Workforce Comparison

	12/31/2010	12/31/2011	12/31/2012	12/31/2013	12/31/2014
Total	1869	1778	1770	1789	1802
Male	1369 73.2%	1303 73.3%	1306 73.8%	1326 74.1%	1342 74.5%
Female	500 26.8%	475 26.7%	464 26.2%	463 25.9%	460 25.5%
White	1017 54.4%	964 54.2%	955 54%	949 53%	938 52.1%
Minorities	852 45.6%	814 45.8%	815 46%	840 47%	864 47.9%
Asian/Pacific Islander	296 15.8%	286 16.1%	288 16.3%	302 16.9%	311 17.3%
Black	154 8.2%	146 8.2%	141 8%	145 8.1%	144 8%
Hispanic	391 20.9%	371 20.9%	375 21.2%	384 21.5%	401 22.3%
Native American/ Alaskan Native	11 .6%	11 .6%	11 .6%	9 .5%	8 .4%

Hiring Activity

	Jan – Dec 2010		Jan – Dec 2011		Jan – Dec 2012		Jan – Dec 2013		Jan – Dec 2014	
Total	76		70		128		154		159	
Male	59	77.6%	49	70%	96	75%	115	74.7%	117	73.6%
Female	17	22.4%	21	30%	32	25%	39	25.3%	42	26.4%
White	46	60.5%	40	57.1%	69	53.9%	72	46.8%	70	44.0%
Minorities	30	39.5%	30	42.9%	59	46.1%	82	53.2%	89	56.0%
Asian/Pacific Islander	6	7.9%	8	11.4%	18	14.1%	27	17.5%	26	16.4%
Black	7	9.2%	8	11.4%	9	7%	16	10.4%	15	9.4%
Hispanic	16	21.1%	14	20%	32	25%	38	24.7%	45	28.3%
Native American/ Alaskan Native	1	1.3%	0	0%	0	0%	1	0.6%	3	1.9%

Promotional Activity

	Jan – Dec 2010		Jan – Dec 2011		Jan – Dec 2012		Jan – Dec 2013		Jan – Dec 2014	
Total	150		179		190		143		208	
Male	115	76.7%	143	79.9%	146	76.8%	116	81.1%	160	76.9%
Female	35	23.3%	36	20.1%	44	23.2%	27	18.9%	48	23.1%
White	82	54.7%	90	50.3%	98	51.6%	84	58.7%	102	49%
Minorities	68	45.3%	89	49.7%	92	48.4%	59	41.3%	106	51%
Asian/Pacific Islander	23	15.3%	30	16.8%	24	12.6%	24	16.8%	32	15.4%
Black	7	4.7%	11	6.1%	12	6.3%	9	6.3%	16	7.7%
Hispanic	38	25.3%	48	26.8%	56	29.5%	26	18.2%	58	27.9%
Native American/ Alaskan Native	0	0%	0	0%	0	0%	0	0%	0	0%

Workforce Data Summary

- Workforce increased in 2014 over the previous three years
- Males continue as the majority with a 1% increase over the 5 year period
- 2% increase in minority employees over the 5 year period
- Hiring activity over the past 5 years was highest in 2014 along with the number of minority hires

Workforce Data Summary

- Minority employees were promoted at a higher rate than its comparator in 2014
- Leveraging promotional and hiring opportunities coupled with effective outreach strategies will continue to impact workforce demographics

Affirmative Action Program

- Covers veterans and individuals with disabilities
- Efforts to eliminate barriers in employing and advancing in employment covered veterans and individuals with disabilities
- Action-oriented programs
- Good faith efforts

Affirmative Action Program

- Regulatory changes
 - Hiring Benchmark
 - Utilization Goal
 - Survey Requirements
- Outreach Efforts

Good Faith Efforts Effectiveness Measurement



Recruitment



**Corrective
Action &
Outreach**

**Applicant
Flow**



**Analysis &
Reporting**



Outreach Efforts

- State Job Bank
- Partnerships with Community & Diversity Organizations
- Advertisements
- Job/Career Fairs
- Intern Programs
- Apprenticeship Program
- Internal & Promotional Efforts



Outreach Efforts

The collage features several items:

- Magazine Cover:** Titled "ABILITY" in large yellow letters. It features a photo of a woman riding a horse and a close-up of a smiling woman's face. Text on the cover includes "Chim's Mt Mengie VP of COSTA RICA", "Lyme Disease", and "Richard Pryor".
- Recruitment Flyer:** Titled "Join our winning team" in red. It features a silhouette of a person and a landscape. Text includes "A diverse workforce in a wide range of fields conveying water reliably", "Metropolitan Water District needs your abilities to ensure reliability.", and "Metropolitan Water District of Southern California".
- Newspaper Clipping:** A snippet of text from a newspaper, mentioning "River... There's unbelievable poisoning going on", "We didn't think that they were going to accept the poison to our food, but they've been over the years. We thought we had control over we support local farmers and had free produce, and then they introduced... That opened my eyes to... been focused in the area... particularly for children... are so many problems...".
- Business Card:** Blue with white text. It features a photo of a man in a suit talking to a woman. Text includes "Because of my skills and experience...", "I can make your organization more competitive.", "Are you aware?", and "Metropolitan Supports Employment for Individuals with Disabilities". It also features the Metropolitan Water District of Southern California logo.

