



Equal Employment Opportunity Good Faith Efforts

Organization, Personnel & Technology Committee
October 7, 2019
Item 6a

Equal Employment Opportunity Program

- How Good Faith Efforts are determined
- What Good Faith Efforts have been undertaken



Utilization Analysis Results

Job Groups by EEO-4 Category	# Job Groups with Underutilization of Female	# Job Groups with Underutilization of Minorities
Total Job Groups = 229		
Managers (36)	0	4
Professionals (96)	8	5
Technicians (31)	3	4
Protective Service (1)	0	0
Paraprofessionals (20)	1	0
Administrative Support (3)	1	0
Skilled Craft Workers (29)	1	7
Service/Maint. Workers (13)	0	2
# of job groups underutilized / total # of job groups	14 / 229	22 / 229

Female Underutilization Job Groups

Job Groups by EEO-4 Category	# Job Groups with Underutilization of Female	Job Families/Titles
Total Job Groups = 229		
Managers (36)	0	
Professionals (96)	8	Analyst, Buyer, Engineer, Dpty Gen Counsel, Fleet Coordinator, Gov & Reg Affairs Rep, Inspection Trip Manager, Public Affairs Rep, Resource Specialist, Training Administrator & Specialist
Technicians (31)	3	Construction Inspector, Crane Certification Tech, Planner, Scheduler
Protective Service (1)	0	
Paraprofessionals (20)	1	Intern
Administrative Support (3)	1	Intern
Skilled Craft Workers (29)	1	Maintenance Mechanic
Service/Maint. Workers (13)	0	
# of job groups underutilized / total # of job groups	14 / 229	

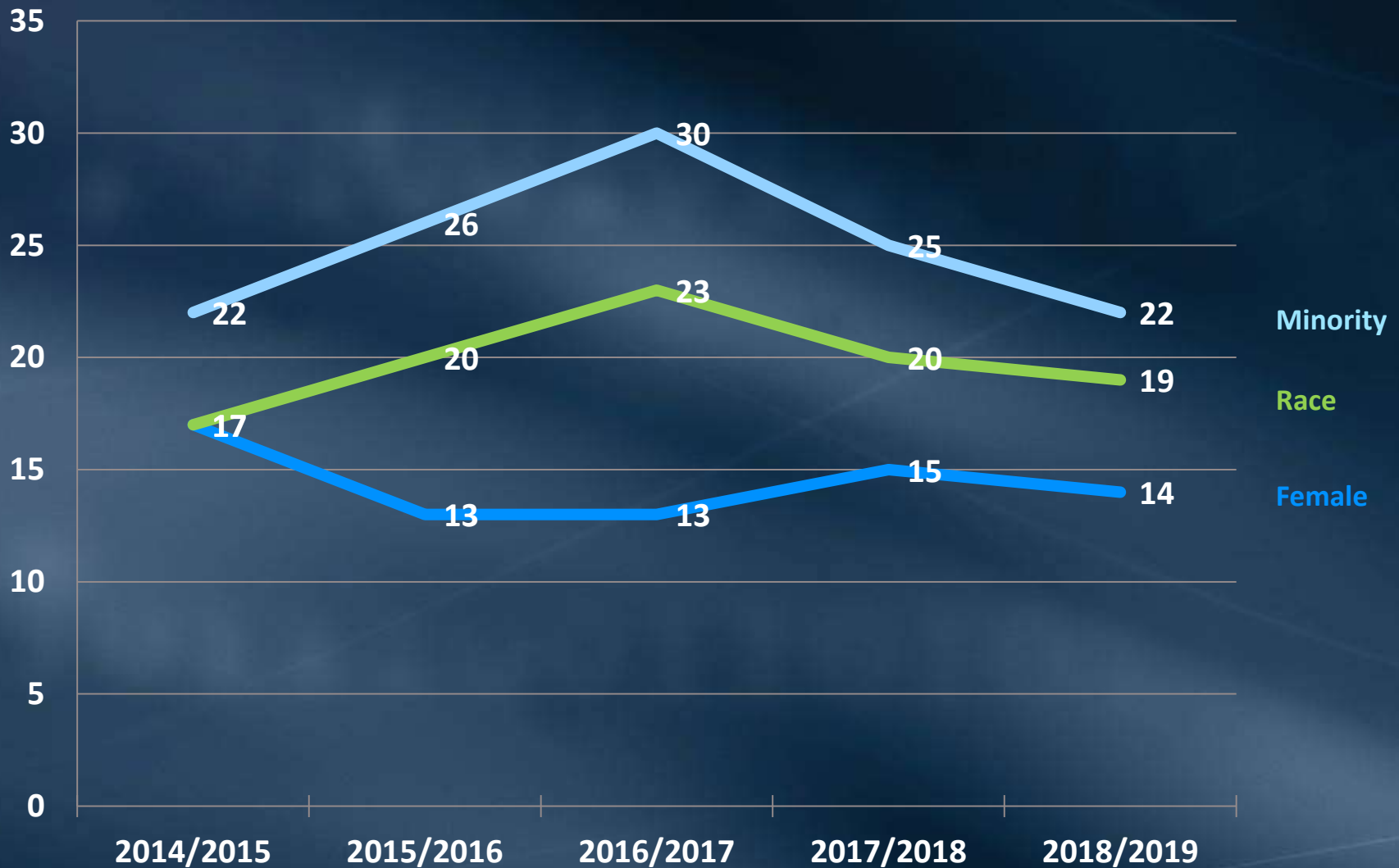
Minority Underutilization Job Groups

Job Groups by EEO-4 Category Total Job Groups = 229	# Job Groups with Underutilization of Minorities	Job Families/Titles
Managers (36)	4	Gen Counsel, Gen Auditor, Asst Gen Counsel, Dep General Auditor, Exec Leg Rep, Sect Mgr., Trades Team Mgr., Supervisor
Professionals (96)	5	Accountant, Analyst, Dep Auditor, Dep Gen Counsel, Engineer, Real Estate Rep
Technicians (31)	4	Const Inspector, Designer, Eng. Tech, IT Comm Tech, Instrument & Cntrl Tech
Protective Service (1)	0	
Paraprofessionals (20)	0	
Administrative Support (3)	0	
Skilled Craft Workers (29)	7	Aqua & Power Dispatcher, Carpenter, Equipment Operator, Auto Mechanic, Machinist, Lineman, Maint Mechanics, Pump Plant Spec, System Operator, Water Treatment Plant Operators
Service/Maint. Workers (13)	2	Desert Interns, Op & Maint Assistant, Welder/Fabricator
# of job groups underutilized / total # of job groups	22 / 229	

Race Underutilization Job Groups

Job Groups by EEO-4 Category	# Job Groups with Underutilization of Race	Minority Race
Total Job Groups = 229		
Managers (36)	1	Hispanic
Professionals (96)	4	Asian, Hispanic
Technicians (31)	2	Hispanic
Protective Service (1)	0	
Paraprofessionals (20)	1	AA/Black
Administrative Support (3)	0	
Skilled Craft Workers (29)	9	Hispanic
Service/Maint. Workers (13)	2	Hispanic
# of job groups underutilized / total # of job groups	19 / 229	

5 Year Job Group Underutilization Trend



Determine Good Faith Efforts

- Identify specific jobs titles in each job group where underutilization was found
- Analyze “Feeders” for each group where underutilization was found
- Discussions with management to determine future hiring and promotional opportunities & other strategies
- Partner with management to determine game plan

Implement the Plan

- Expand efforts in outreach, training and other activities to increase the pool of qualified minorities and females
 - Employee development and mentoring for future opportunities
 - Notify recruiting organizations of openings
 - Build relationships with community agencies or schools tapping into their network
 - Attend career events where attendees are likely to have skills we are seeking
 - Speaking opportunities where attendees are likely to be interested in employment opportunities (branding)

Determine Effectiveness

- Numbers (quality over quantity)
 - Referrals resulting from efforts
 - Applicants resulting from efforts
 - Hires resulting from efforts
 - Employee readiness resulting from efforts
 - Promotions resulting from efforts
- Extent
 - Did efforts expand outreach to females and minorities
 - Did efforts increase capacity/capability to include women and minorities in the workforce
- **What's working keep, what's not change**

Outreach - Diversity Job Boards

MWD post all open positions to the below job boards:

- Disabled Person
- Diversity.com
- Helmets to Hardhats
- RecruitMilitary.com
- WomensJobList.com

Outreach - Professional Organizations

- Asian American Professional Association
- National Council of Negro Women (Pomona Valley Section)
- National Society of Black Engineers
- Society of Women Engineers
- Society of Hispanic Professional Engineers

Outreach - Educational Institutions

- Arizona Western College
- Cal Poly Pomona
- Chaffey Community College
- CSU Northridge
- Desert Community College District
- Los Angeles County of Education GAIN & GROW Programs
- Los Angeles Community College District
- Mohave College
- Norco College
- Palo Verde Community College
- Rancho Santiago Community College
- Santa Monica College
- UC Irvine
- UC Riverside

Public Agency Partnerships (email blast)

- **Cal Jobs** - State job board (EDD)
- **Arizona@Work** – State job board
- **One Stop Work Source Centers** (Anaheim, Blythe, Bull Head City, Carson, Colton, Compton, Hesperia, Hollywood, Huntington Park, Indio, Inglewood, Kingman, Lancaster, La Paz County, Los Angeles Urban League, Long Beach, Moreno Valley, Pacoima, Parker, Pomona, Rancho Cucamonga, Rialto, Riverside, San Bernardino, San Gabriel, San Pedro, Sun Valley, Twenty-nine Palms, Temecula, Yuma)
- **Depart of Rehabilitation** (Anaheim, Bell, Burbank, Commerce, Culver City, Downey, East Los Angeles, Gardena, Glendale, Greater LA, Inglewood, Laguna Hills, Norwalk, Orange, Pasadena, San Diego, Santa Ana, Van Nuys, Victorville, West Covina, Westchester)
- **Local Veterans Employment Reps** (Long Beach, Oceanside, and Los Angeles, Orange, Riverside, San Bernardino Counties)
- **Depart of Veterans Affairs**

Nonprofit/Social Service Agency Partnerships (email blast)

- **Airman & Family Readiness Center**
- **American GI Forum**
- **American Indian Chamber of Commerce**
- **Armforce to Workforce**
- **Dyale McIntosh Center** (Disabled workers)
- **Community Career Development Inc.**
- **Goodwill of Southern California** (Disabled workers)
- **Horizon Cross Cultural Center**
- **Illumination Foundation** (Disabled workers)
- **Los Angeles Urban League**
- **Marine for Life Network**
- **MCS Rehabilitation**
- **Orange County Rescue Mission**
- **PATH** (Veterans)
- **Pacific Asian Consortium**
- **Southern California Indian Center** (Fountain Valley, Los Angeles)
- **The Right Way Foundation** (At-risk youth)
- **The Salvation Army** (Los Angeles, Van Nuys)
- **US Vets** (So Cal, Arizona, Las Vegas)
- **Veterans Employment Committee** (San Bernardino)
- **Veterans Transition Support** (Orange County)
- **Vocational Visions** (Disabled workers)
- **WINTER** (So Cal)
- **Women Veterans Unity Group** (Riverside, San Bernardino)
- **Work for Warriors** (Southern CA)
- **Women Helping Women/ Working Wardrobes** (Women)

Career Events

- Arizona Western College Career Day
- American Indian Chambers Career Event (MWD)
- Goodwill Industry Hire-me Event
- Los Angeles Veterans' Hiring 10,000 Strong – LA Mayor's Office
- Los Angeles Chamber Veteran Hiring Luncheon
- Orange County Workforce Job Developers Quarterly Mtgs
- MWD/US Vets Career Event – annual event
- National Society of Black Engineers Conference
- San Diego MLB Center for Military - Employer friendly Luncheon
- San Bernardino Employment Network Unlimited
- UCI Veteran Career Conference
- UCR HUB
- Veterans Transition Support Job Event
- Veterans Job Search Event
- Women In Science & Engineering Career and Mentoring Event
- Additional speaking engagements at Public Agency and Nonprofit/Social Services partner events

Work Experience Programs

- **MWD Apprentice Program**

Electrical & Mechanical

- **Cal Poly Pomona Cooperative Education Program**

Engineering and Water Quality Lab summer and year-round interns

- **MWD Internship Program**

Undergraduate and graduate students participate in paid work experience related to their field of study at various MWD locations

- **Hire LA's Youth Program**

High school seniors, college and university students residents of or attending school in Los Angeles

