



Equal Employment Opportunity Program Update

Organization, Personnel & Technology Committee
September 15, 2020
Item 6a

Equal Employment Opportunity Program

- Workforce and Job Action Demographics
- Affirmative Action and Nondiscrimination Programs
- Action-Oriented Efforts

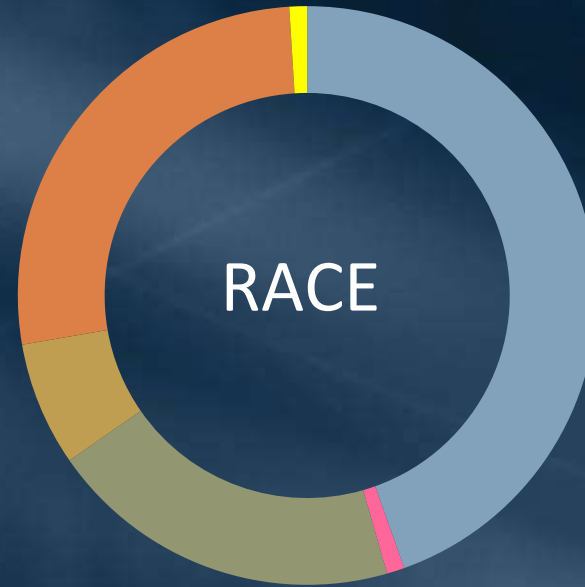
Metropolitan's Workforce as of 12/31/19

1756 regular employees

Female
28%



Minorities
55%



White
45%

2 or More
1%

Asian
20%

Black
7%

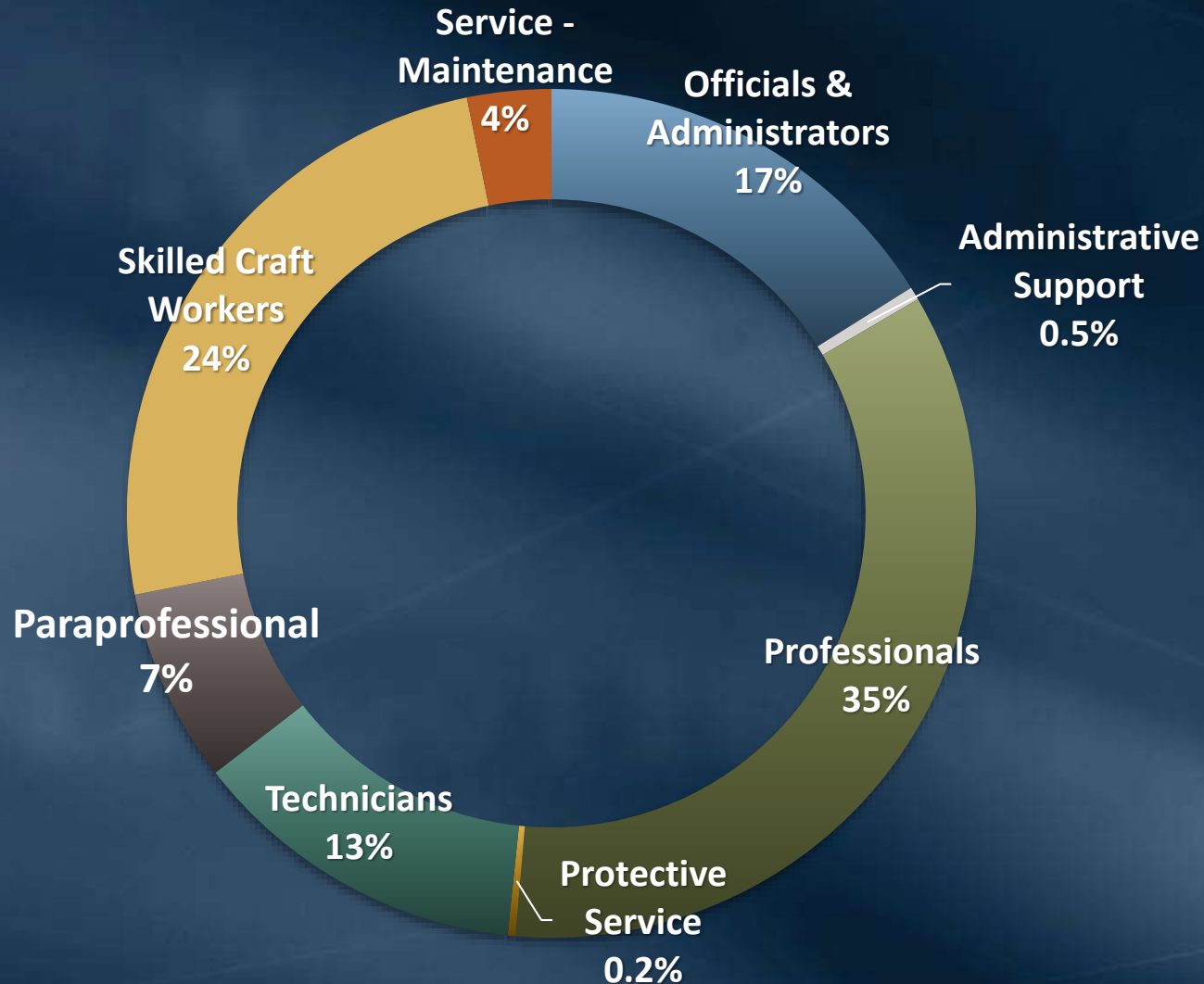
Hispanic
27%

AI/AN
1%

NH/PI
0%

Metropolitan's Workforce as of 12/31/19

regular employees



Metropolitan's Job Actions: Jan – Dec 2019

regular employees

Hires

144 ↑

Retirements

88 ↓

Dec 31, 2019

Overall Workforce

1756 ↑

Promotions

262 ↑

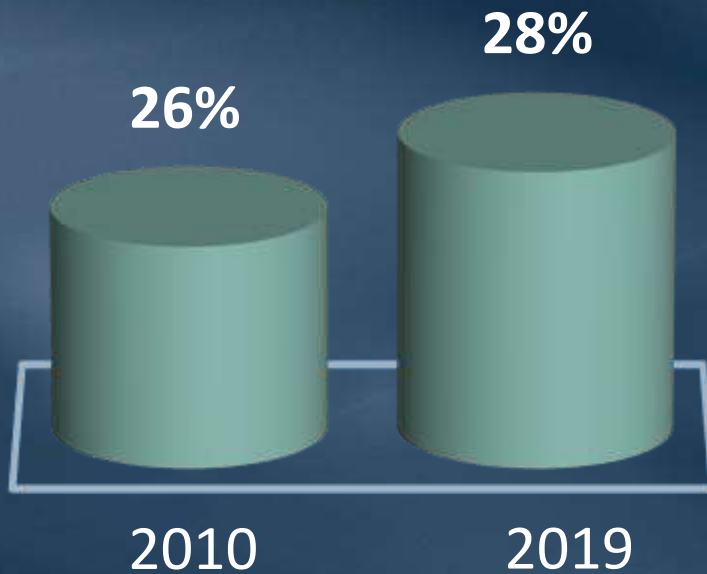
Separations

23 ↑

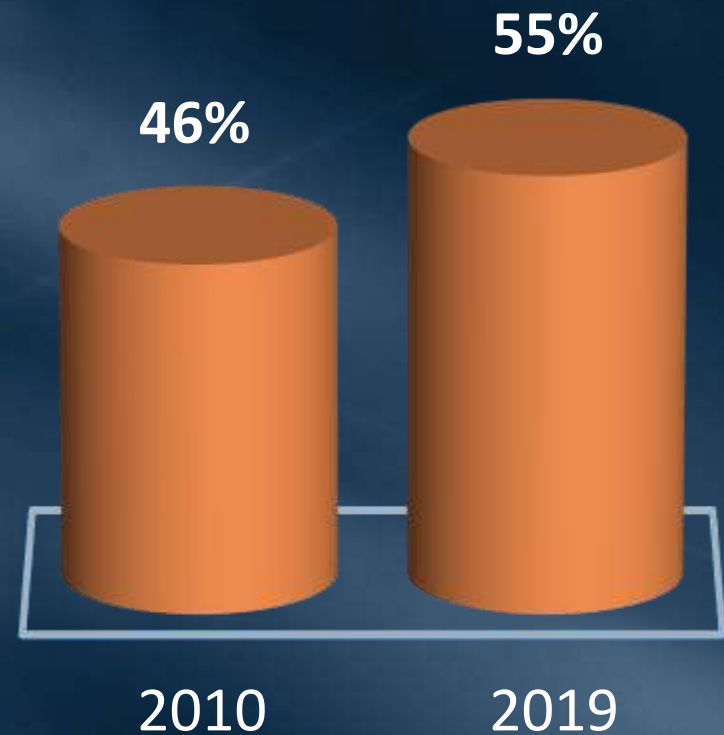
Workforce Comparison effective Dec 31

regular employees

Females



Minorities



Hire Activity

144 regular employees

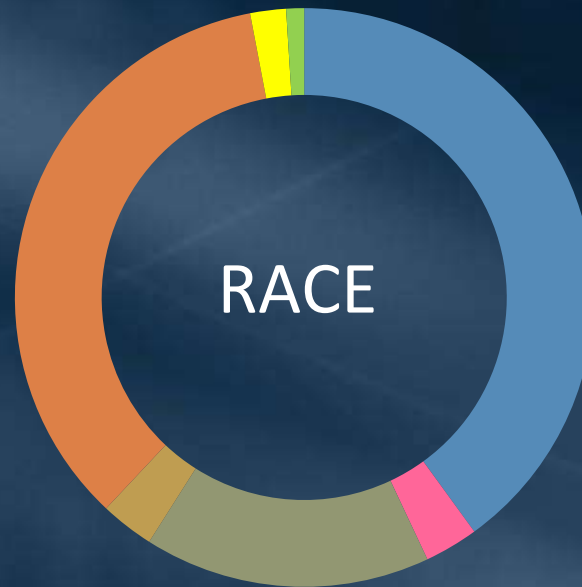
Jan 1 thru Dec 31, 2019

Female
29%



Male
71%

Minorities
60%



White
40%

2 or More
3%

Asian
16%

Black
3%

Hispanic
35%

AI/AN
2%

NH/PI
1%

Promotion Activity

Jan 1 thru Dec 31, 2019

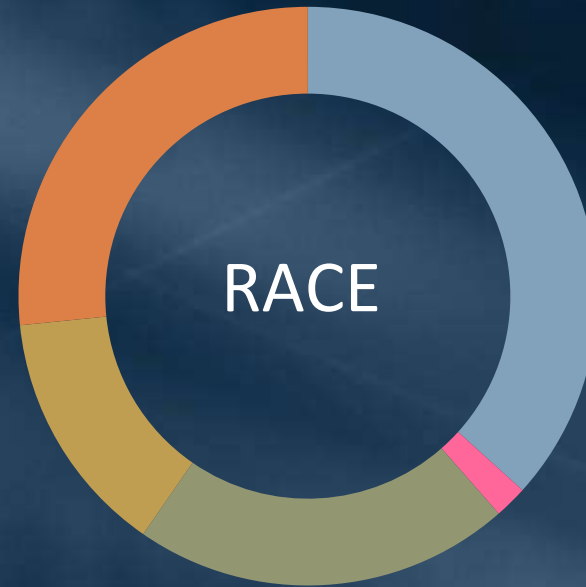
262 Actions

Female
29%



Male
71%

Minorities
60%



White
40%

2 or More
2%

Asian
23%

Black
15%

Hispanic
29%

AI/AN
0%

NH/PI
0%

Retirement Activity

88 employees

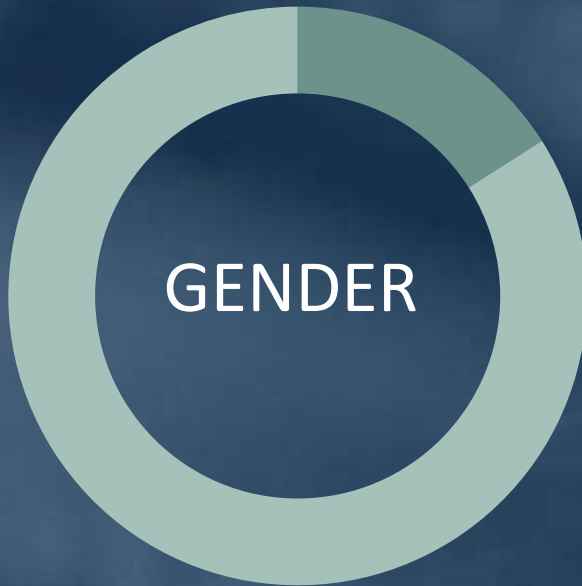
Jan 1 thru Dec 31, 2019

Female

16%

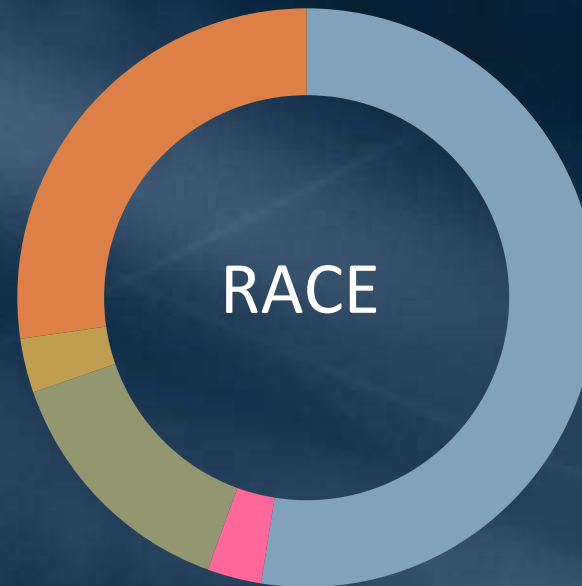
Male

84%



Minorities

48%



White

52%

2 or More

3%

Asian

14%

Black

3%

Hispanic

27%

AI/AN

0%

NH/PI

0%

What does the data indicate?

- Minority employees in the workforce increased
 - Over past 10 years, 9% increase of minorities in the workforce; fourth consecutive year minority employees were majority, Hispanics the largest
 - In the last 10 years, 2019 had the largest number of hires; last 7 years minorities were hired at higher rates compared to whites
 - In the last 10 years, 2019 had the largest % of minorities promoted; black was minority race with most significant increase
 - Minority retirements increased over previous year; males and non-minorities continue to retire at higher rates

What does the data indicate?

- Continue efforts to increase female representation
 - 2019 the largest % of females in workforce since 2005; past 5 years increased females from 26% to 28%
 - Females were hired in 2019 at a greater rate than their % in the workforce
 - Promotions of females over the last 5 years have steadily increased from 23% to 29%; in 2019 higher % than their % in workforce
 - In 2019 had lowest % of females that retired in past 10 years; % of females that retired was lower than their % in the workforce

Affirmative Action Program

- Federal contractor requirement; covers Protected Veterans and Individuals with Disabilities (IWD) through written program, and women and minorities
- Protected Veteran Hiring benchmark of 5.7%
- 7% utilization goal for IWD in each job group

Nondiscrimination Program

- State contractor requirement; covers women and minorities through functional plans
- Determine any underutilization of women and minorities in job groups through statistical analysis

Develop outreach strategies and action oriented efforts

Action Oriented Efforts

- Strategic outreach that attracts qualified women, minorities, individuals with disabilities and veteran applicants
- Expand involvement of ERGs and business lines with outreach
- Host virtual workshops and career events to increase pipelines
- Hold water agency HR Forum to develop partnerships and share best practices
- Remove barriers and increase efficiencies in selection, promotion and training processes
- Workforce self-ID survey for disability and veteran status
- Collaborate with DE&I Council to foster an equitable and inclusive work environment

