



**AGENDA NO. 10.9**

**FINANCE AND ADMINISTRATION  
COMMITTEE  
February 28, 2022**

**INFORMATION**

**Workforce Diversity Report**

**Summary:**

In accordance with West Basin Municipal Water District's (West Basin) Strategic Business Plan objectives, the 2022 Workforce Diversity Report, which reflects the demographic breakdown by race and occupational category of West Basin's full-time employees, has been prepared for the Board's review.

**Background:**

The labor force data contained in the report comes from the 2019 American Community Survey (ACS), which is the primary source for producing population and demographic information about America's changing population, housing, and workforce. It is the U.S. Census Bureau's population estimates program that produces and disseminates the official estimates of the population. These tools provide data to be used by employers for Equal Employment Opportunity (EEO) reports.

**Benefit to West Basin:**

Pursuant to Chapter 6 (Equal Opportunity Policy) of West Basin's Administrative Code, West Basin has a strong commitment to prohibit and prevent discrimination, harassment, and retaliation in its workplace and has zero-tolerance for any conduct that violates this policy. This policy prohibits harassment or discrimination because of an individual's protected classification, which includes race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, sexual orientation, or military and veteran status, or any other basis protected by law. The individuals covered by this policy are: applicants, employees regardless of rank or title, elected or appointed officials, interns, volunteers, and contractors.

As such, West Basin conducts a yearly diversity report to demonstrate its compliance with the law and to further enhance its initiatives in diversity, equity, and inclusion. Further, reporting of this data meets the requirements of West Basin's Strategic Business Plan objectives of recruiting and hiring qualified candidates in a fair and equitable manner.

**Strategic Business Plan Implementation:**

Goal 4: Sound Financial & Resources Management – West Basin is committed to efficient business operations, financial planning and asset management.

**Fiscal Impact:**

Not applicable.

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**Environmental Compliance:**

Not applicable.

**Committee History:**

This item was reviewed by the Finance and Administration Committee on Wednesday, February 16, 2022 (Agenda Item 6B).

**Recommendation:**

This item is for information only.

**List of Attachments**

WORKFORCE DIVERSITY REPORT (01-2022)  
WORKFORCE DIVERSITY REPORT BASED BY RAW PERCENTAGE (1-2022)

**Prepared by:** Elisa Fidaleo, Human Resources Analyst  
**Submitted by:** Michelle Green, Manager of Human Resources  
**Reviewed by:** E.J. Caldwell, Interim General Manager

**WEST BASIN MUNICIPAL WATER DISTRICT  
WORKFORCE DIVERSITY REPORT  
January 2022**

Occupational Category	Caucasian	African-American	Hispanic	Asian/Pacific Islander	Other	Total
Management, Business and Finance Professionals Male 30.43% Female 69.57%	8 34.78%	3 13.04%	5 21.74%	7 30.44%	0 0.00%	23 100%
Computer, Engineering and Science Professionals Male 60.00% Female 40.00%	7 35.00%	0 0.00%	9 45.00%	4 20.00%	0 0.00%	20 100%
Administrative Support Male 20.00% Female 80.00%	0 0.00%	0 0.00%	3 60.00%	2 40.00%	0 0.00%	5 100%
Total Employees Male 41.67% Female 58.33%	15 31.25%	3 6.25%	17 35.42%	13 27.08%	0 0.00%	48 100%

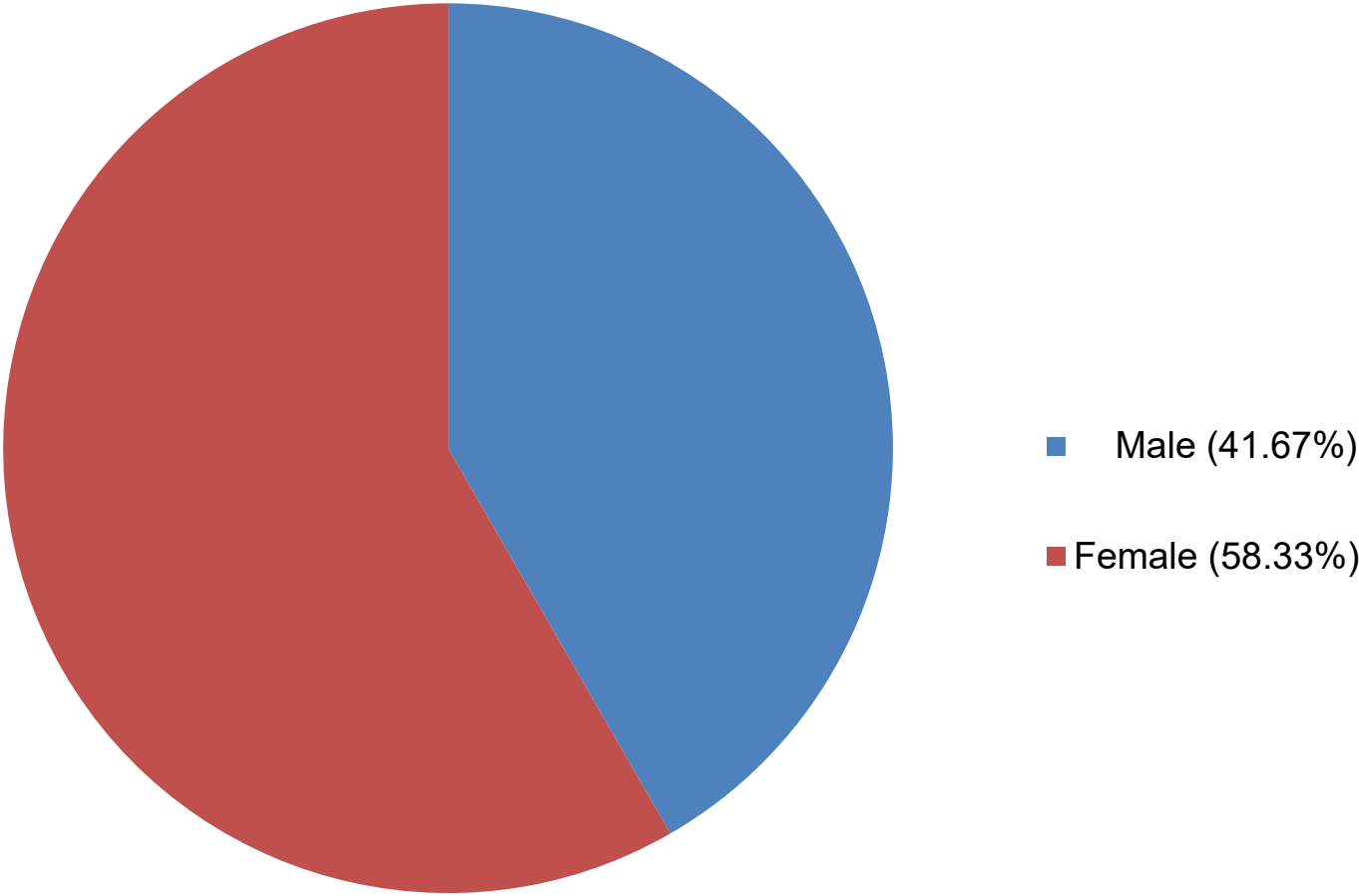
**U.S. Census Bureau - Los Angeles County (2019) by Race and Occupation\*\***

Occupational Category	Caucasian	African-American	Hispanic	Asian/Pacific Islander	Other	Total
Management, Business and Finance Professionals Male 51.82% Female 48.18 %	44.94%	5.00%	21.67%	16.59%	11.80%	100%
Computer, Engineering and Science Professionals Male 72.57% Female 27.43 %	43.79%	3.69%	17.58%	24.44%	10.50%	100%
Administrative Support Male 32.87% Female 67.13%	34.15%	6.58%	32.45%	10.76%	16.06%	100%
Sales	36.62%	3.98%	33.09%	9.70%	16.62%	100%
Other Professionals	49.38%	7.10%	22.14%	9.41%	11.97%	100%
Healthcare Professionals	34.34%	6.39%	19.93%	27.70%	11.64%	100%
Service	28.93%	5.43%	38.07%	8.21%	19.36%	100%
Food Preparation and Serving related Occupations	28.62%	2.86%	38.84%	9.08%	20.60%	100%
Building, Grounds Cleaning and Maintenance	25.69%	2.59%	46.10%	2.32%	23.30%	100%
Personal Care and Service	35.07%	6.17%	31.86%	11.16%	15.74%	100%
Protective Service	30.62%	15.16%	32.29%	6.23%	15.70%	100%
Natural resources, Construction and Maintenance	31.00%	2.00%	43.10%	2.95%	20.95%	100%
Transportation and Material Moving Operative	28.66%	4.07%	41.49%	5.07%	20.71%	100%

Labor Force	Caucasian	African-American	Hispanic	Asian/Pacific Islander	Other	Total
Los Angeles County Male 54.02% Female 45.98%	34.83%	4.96%	33.24%	9.95%	17.02%	100%

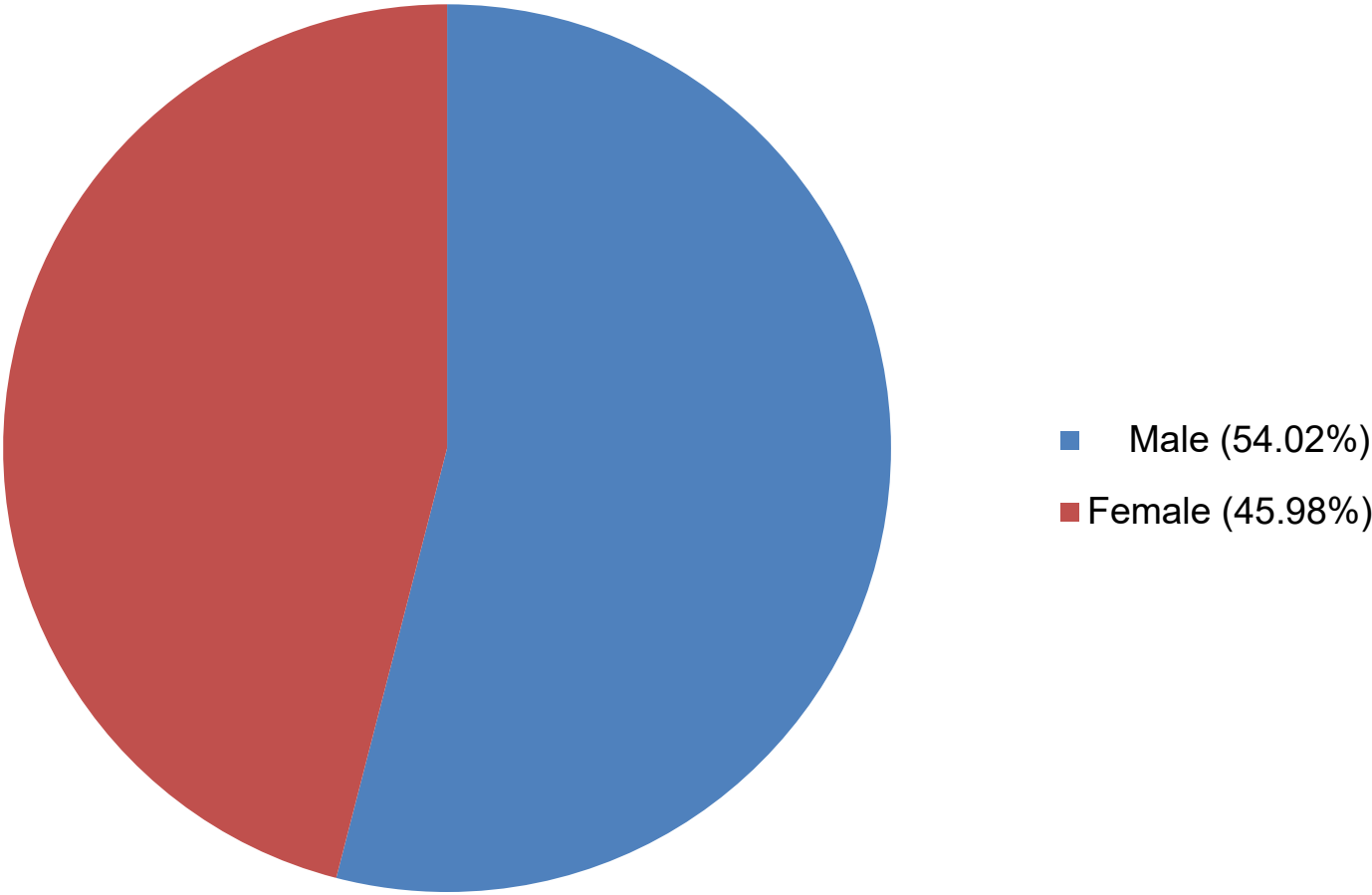
\*\* The 2019 American Community Survey (ACS) produces population and demographic data; it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population.

# West Basin Municipal Water District 2022 Workforce Diversity Report (as of January 2022) Gender Breakdown (West Basin)



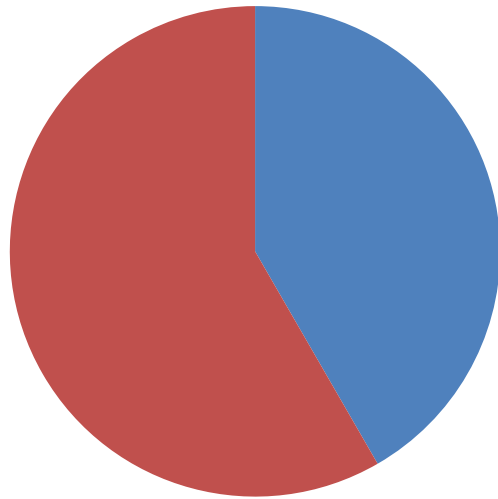
Attachment: Workforce Diversity Report based by Raw Percentage (1-2022) (Workforce

# West Basin Municipal Water District 2022 Workforce Diversity Report (as of January 2022) Gender Breakdown (Los Angeles County)



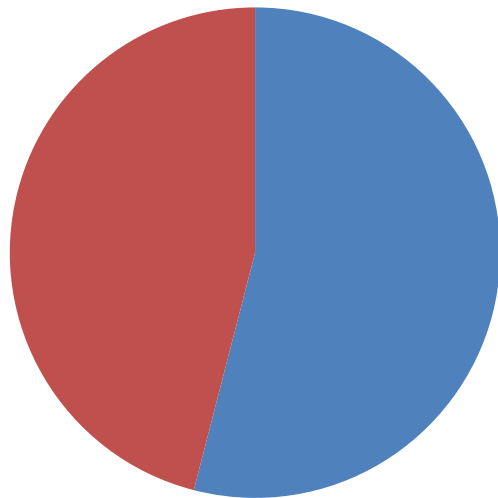
Attachment: Workforce Diversity Report based by Raw Percentage (1-2022) (Workforce

# West Basin Municipal Water District 2022 Workforce Diversity Report (as of January 2022) Gender Comparison Breakdown West Basin vs. L.A. County



■ Male (41.67%)  
■ Female (58.33%)

**West Basin**

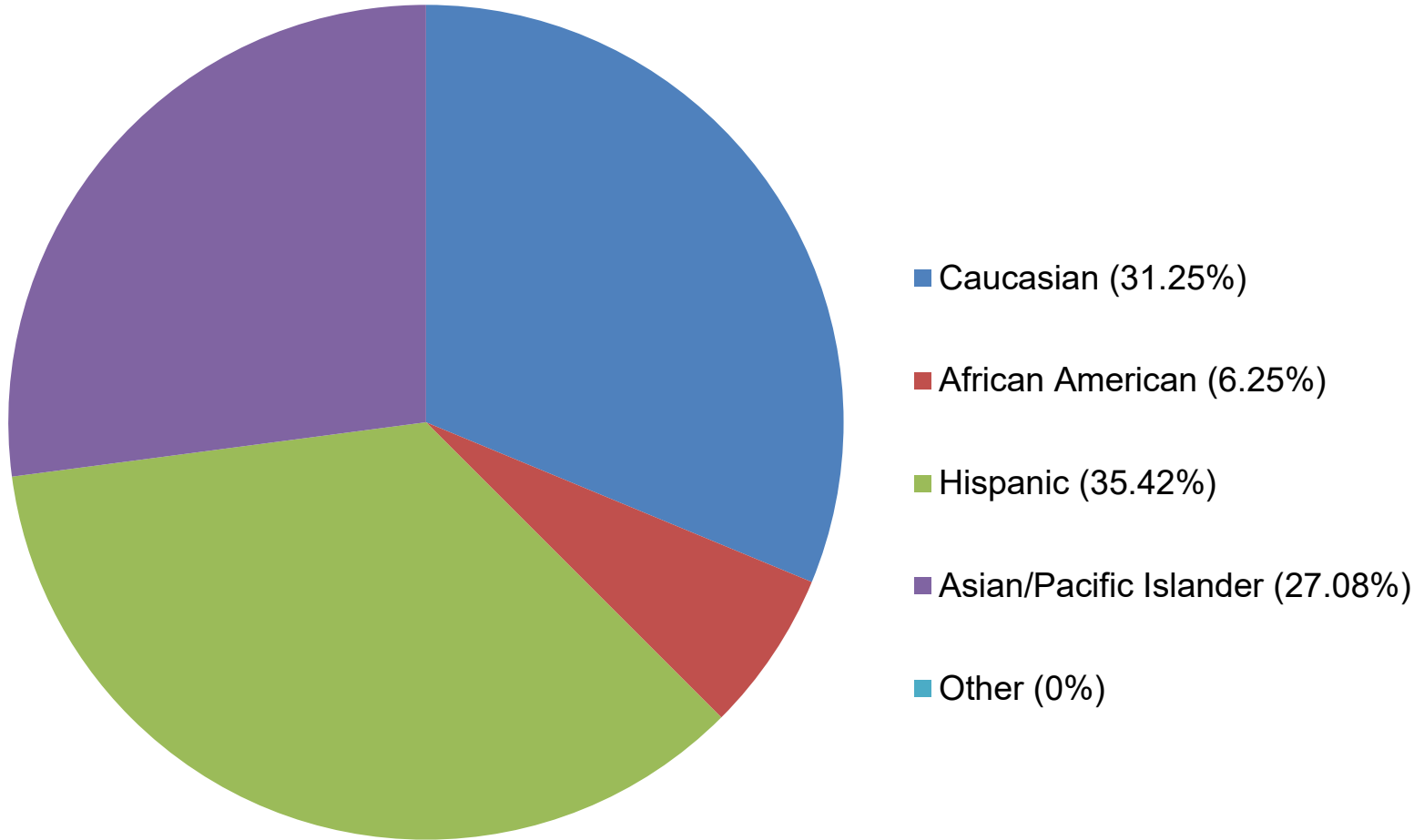


■ Male (54.02%)  
■ Female (45.98%)

**L.A. County**

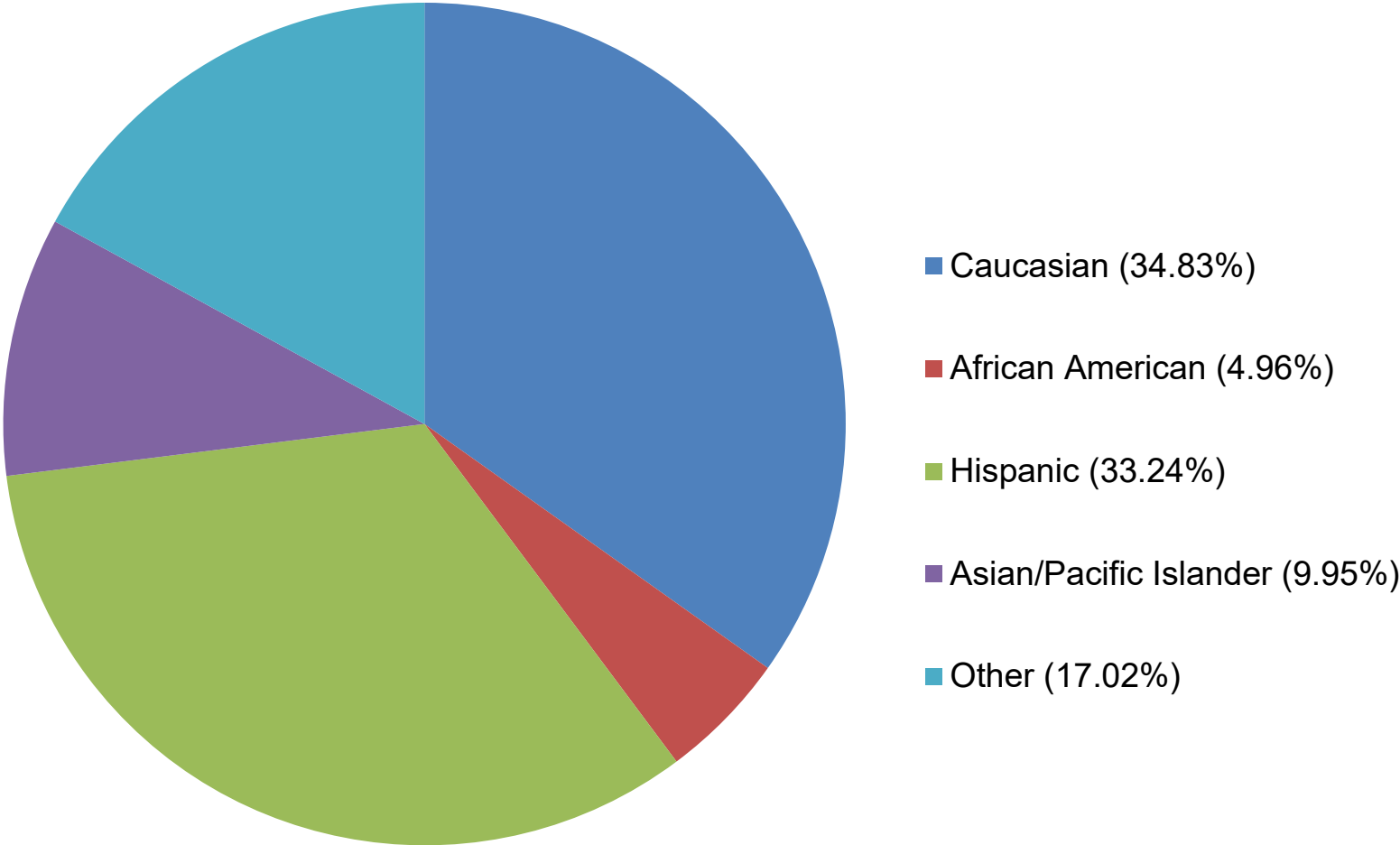
Attachment: Workforce Diversity Report based by Raw Percentage (1-2022) (Workforce

# West Basin Municipal Water District 2022 Workforce Diversity Report (as of January 2022) Racial Breakdown (West Basin)



Attachment: Workforce Diversity Report based by Raw Percentage (1-2022) (Workforce

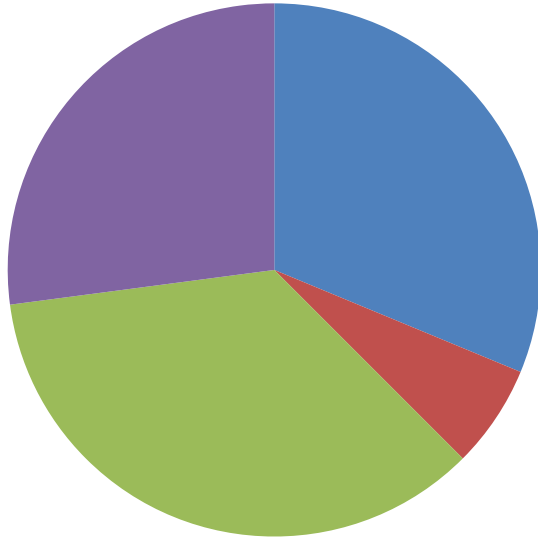
# West Basin Municipal Water District 2022 Workforce Diversity Report (as of January 2022) Racial Breakdown (Los Angeles County)



Attachment: Workforce Diversity Report based by Raw Percentage (1-2022) (Workforce

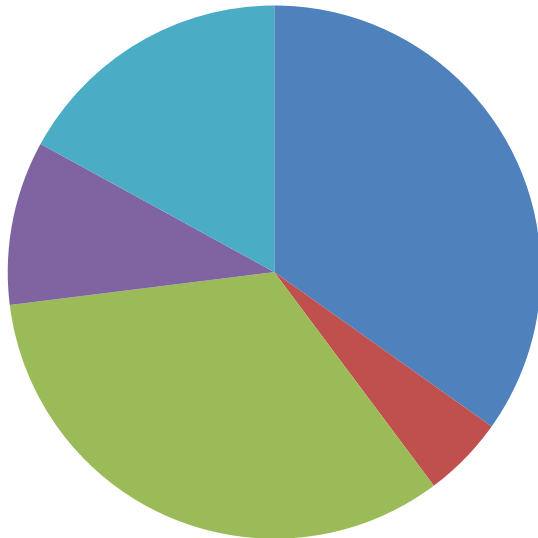


**West Basin Municipal Water District  
2022 Workforce Diversity Report (as of January 2022)  
Racial Comparison Breakdown  
West Basin vs. L.A. County**



- Caucasian (31.25%)
- African American (6.25%)
- Hispanic (35.42%)
- Asian/Pacific Islander (27.08%)
- Other (0%)

**West Basin**



- Caucasian (34.83%)
- African American (4.96%)
- Hispanic (33.24%)
- Asian/Pacific Islander (9.95%)
- Other (17.02%)

**L.A. County**

Attachment: Workforce Diversity Report based by Raw Percentage (1-2022) (Workforce