



AGENDA NO. 6.A

FINANCE AND ADMINISTRATION COMMITTEE February 15, 2023

INFORMATION

Workforce Diversity Report

Summary:

In accordance with West Basin Municipal Water District's (West Basin) Strategic Business Plan objectives, the 2023 Workforce Diversity Report (Attachment A), 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 2021 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 in meeting its Strategic Business Plan objectives of recruiting and hiring qualified candidates in a fair and equitable manner. Further, reporting of this data demonstrates West Basin's dedication to promoting diversity, equity, inclusion, and accessibility as a West Basin core value. Identifying these metrics help to provide a measure of progress in these efforts.

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 will be reviewed by the Finance and Administration Committee on Wednesday, February 15, 2023.

Recommendation:

This item is for information only.

List of Attachments

WORKFORCE DIVERSITY REPORT (01-2023)
WORKFORCE DIVERSITY REPORT BASED ON RAW PERCENTAGE (1-2023)

Prepared by: Elisa Fidaleo, Human Resources Analyst
Submitted by: Michelle Green, Manager of Human Resources
Reviewed by: Gregory Reed, General Manager

**WEST BASIN MUNICIPAL WATER DISTRICT
WORKFORCE DIVERSITY REPORT
January 2023**

Occupational Category	Caucasian	African-American	Hispanic	Asian/Pacific Islander	Other	Total
Management, Business and Finance Professionals Male 37.50% Female 62.50%	9 37.50%	3 12.50%	6 25.00%	6 25.00%	0 0.00%	24 100.00%
Computer, Engineering and Science Professionals Male 63.16% Female 36.84%	8 42.11%	0 0.00%	8 42.11%	3 15.78%	0 0.00%	19 100.00%
Administrative Support Male 20% Female 80%	0 0.00%	0 0.00%	3 60.00%	2 40.00%	0 0.00%	5 100.00%
Total Employees Male 45.83% Female 54.17%	17 35.42%	3 6.25%	17 35.42%	11 22.91%	0 0.00%	48 100.00%

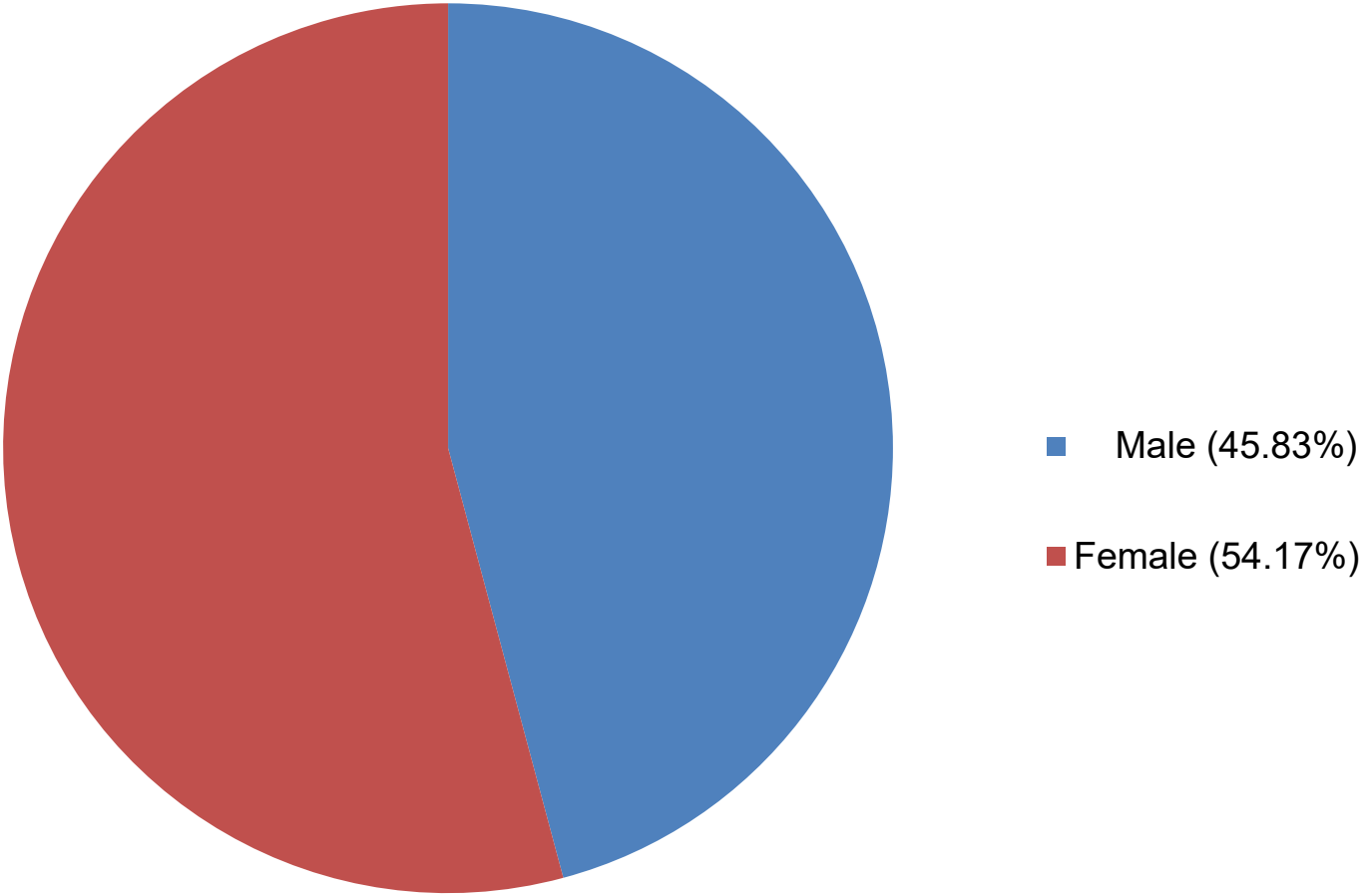
U.S. Census Bureau - Los Angeles County (2021) by Race and Occupation**

Occupational Category	Caucasian	African-American	Hispanic	Asian/Pacific Islander	Other	Total
Management, Business and Finance Professionals Male 51.40% Female 48.60 %	33.09%	5.62%	22.75%	15.55%	22.99%	100%
Computer, Engineering and Science Professionals Male 71.22% Female 28.78 %	33.84%	4.75%	18.10%	23.99%	19.32%	100%
Administrative Support Male 33.73% Female 66.27%	18.11%	5.93%	33.71%	9.99%	32.26%	100%
Sales	20.88%	3.97%	33.56%	9.09%	32.50%	100%
Other Professionals	37.73%	5.41%	23.52%	9.78%	23.55%	100%
Healthcare Professionals	24.41%	5.71%	21.49%	26.24%	22.15%	100%
Service	11.97%	5.19%	38.62%	7.45%	36.77%	100%
Food Preparation and Serving related Occupations	12.07%	2.67%	39.62%	8.09%	37.56%	100%
Building, Grounds Cleaning and Maintenance	6.39%	2.28%	46.20%	1.65%	43.47%	100%
Personal Care and Service	20.36%	4.70%	32.02%	11.48%	31.44%	100%
Protective Service	16.68%	14.04%	33.44%	4.34%	31.50%	100%
Natural resources, Construction and Maintenance	11.58%	1.34%	43.29%	2.89%	40.90%	100%
Transportation and Material Moving Operative	9.70%	3.09%	41.83%	5.65%	39.73%	100%

Labor Force	Caucasian	African-American	Hispanic	Asian/Pacific Islander	Other	Total
Los Angeles County Male 53.92% Female 46.08%	19.76%	4.54%	33.56%	9.73%	32.41%	100%

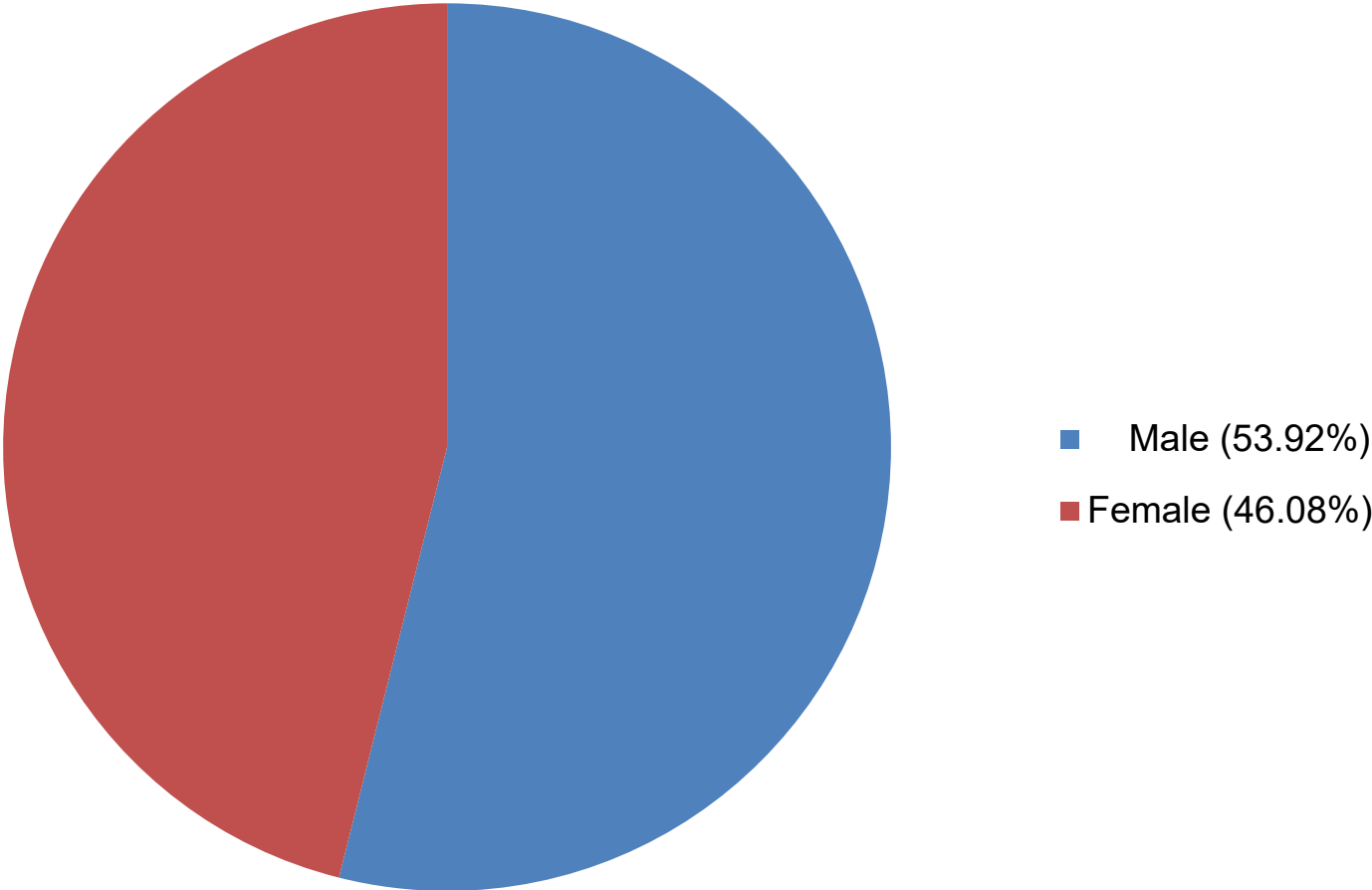
** The 2021 American Community Survey (ACS) produces population and demographic data; it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population.

West Basin Municipal Water District 2023 Workforce Diversity Report (as of January 2023) Gender Breakdown (West Basin)



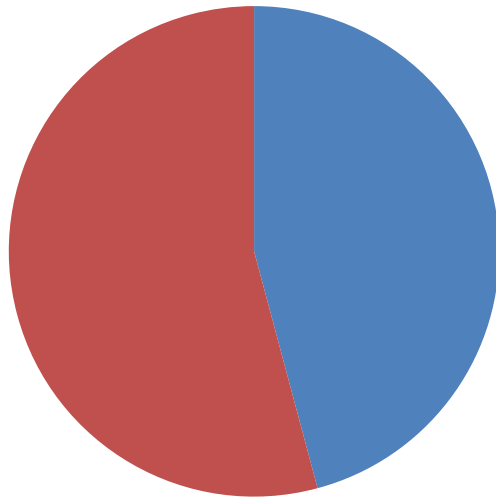
Attachment: Workforce Diversity Report based on Raw Percentage (1-2023) (Workforce

West Basin Municipal Water District 2023 Workforce Diversity Report Gender Breakdown (Los Angeles County)



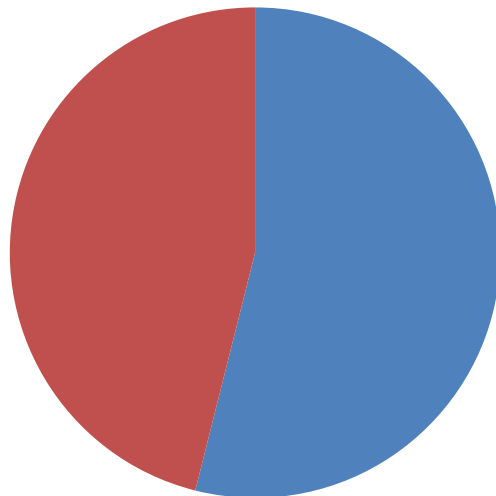
Attachment: Workforce Diversity Report based on Raw Percentage (1-2023) (Workforce

West Basin Municipal Water District 2023 Workforce Diversity Report Gender Comparison Breakdown West Basin vs. L.A. County



■ Male (45.83%)
■ Female (54.17%)

West Basin

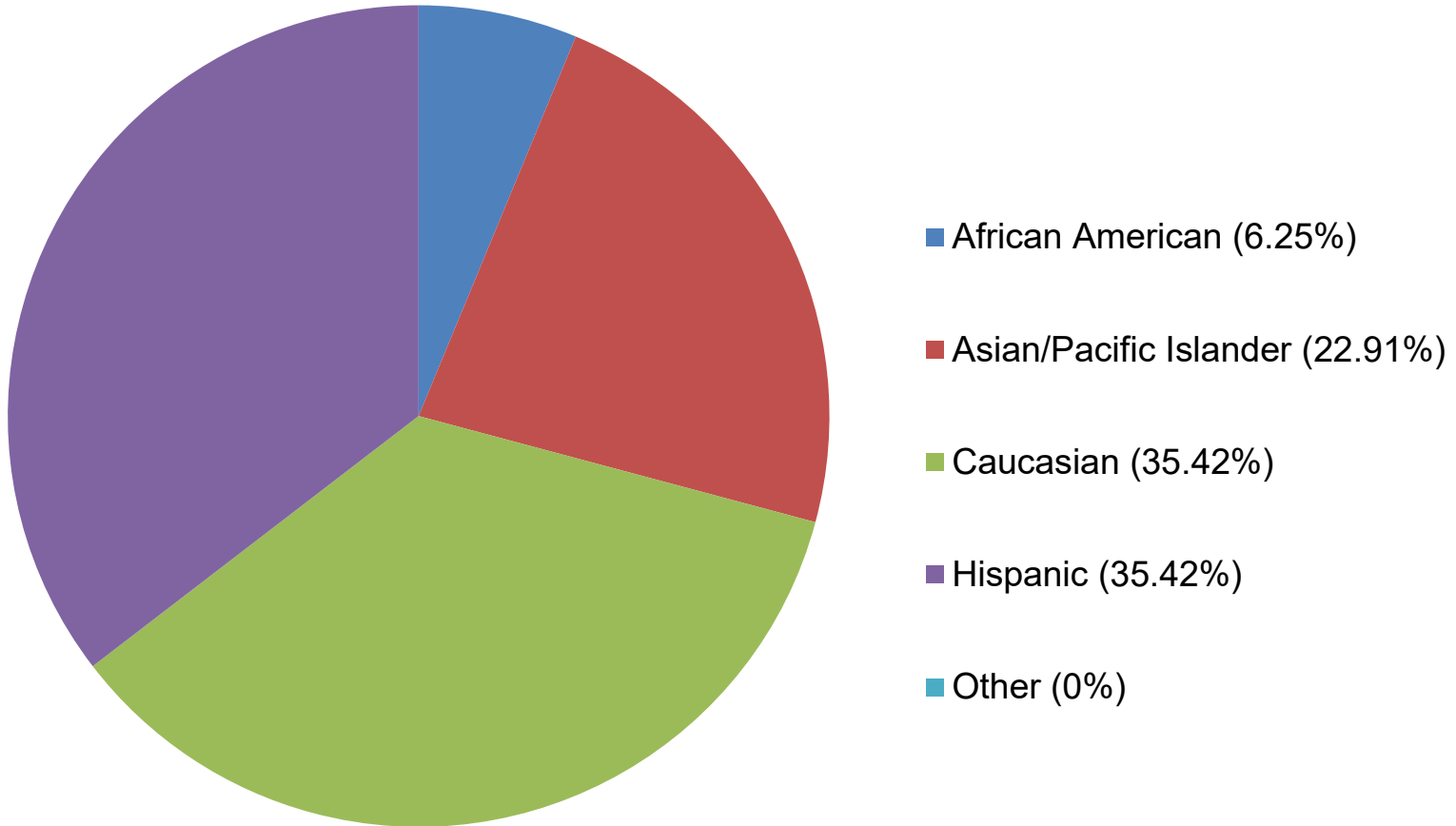


■ Male (53.92%)
■ Female (46.08%)

L.A. County

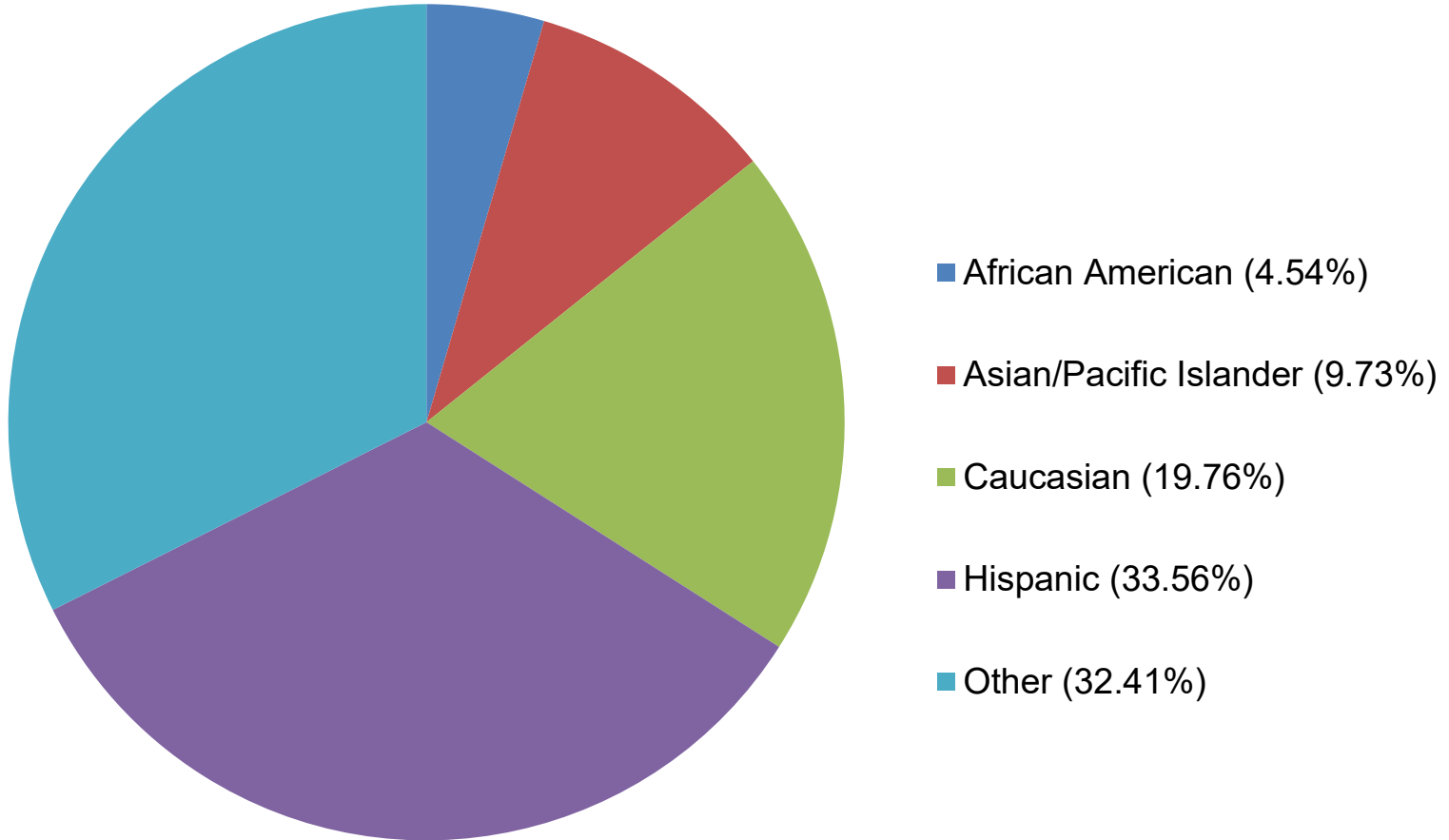
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West Basin Municipal Water District 2023 Workforce Diversity Report (as of January 2023) Racial Breakdown (West Basin)



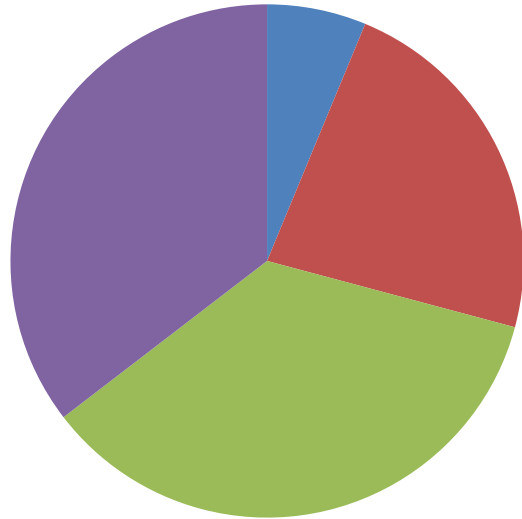
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West Basin Municipal Water District 2023 Workforce Diversity Report Racial Breakdown (Los Angeles County)



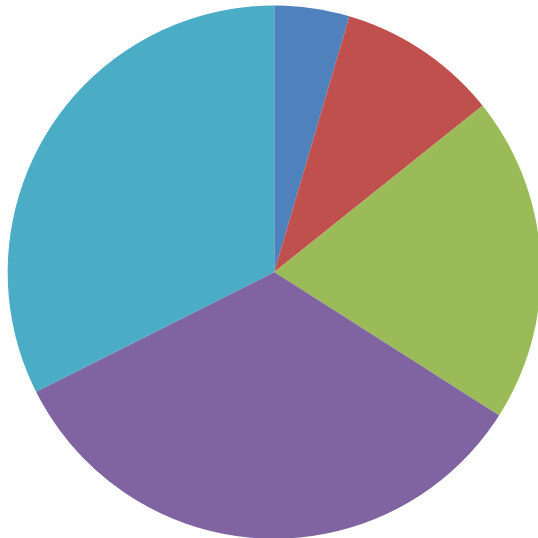
Attachment: Workforce Diversity Report based on Raw Percentage (1-2023) (Workforce)

West Basin Municipal Water District 2023 Workforce Diversity Report Racial Comparison Breakdown West Basin vs. L.A. County



- African American (6.25%)
- Asian/Pacific Islander (22.91%)
- Caucasian (35.42%)
- Hispanic (35.42%)
- Other (0%)

West Basin



- African American (4.54%)
- Asian/Pacific Islander (9.73%)
- Caucasian (19.76%)
- Hispanic (33.56%)
- Other (32.41%)

L.A. County