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.
FINANCE AND ADMINISTRATION COMMITTEE
February 15, 2023

Agenda No. 6.A

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

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

**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)

- Male (45.83%)
- Female (54.17%)
West Basin Municipal Water District
2023 Workforce Diversity Report
Gender Breakdown (Los Angeles County)

Male (53.92%)
Female (46.08%)
West Basin Municipal Water District
2023 Workforce Diversity Report
Gender Comparison Breakdown
West Basin vs. L.A. County

West Basin
- Male (45.83%)
- Female (54.17%)

L.A. County
- Male (53.92%)
- Female (46.08%)
West Basin Municipal Water District
2023 Workforce Diversity Report (as of January 2023)
Racial Breakdown (West Basin)

African American (6.25%)
Asian/Pacific Islander (22.91%)
Caucasian (35.42%)
Hispanic (35.42%)
Other (0%)
West Basin Municipal Water District
2023 Workforce Diversity Report
Racial Breakdown (Los Angeles County)

- African American (4.54%)
- Asian/Pacific Islander (9.73%)
- Caucasian (19.76%)
- Hispanic (33.56%)
- Other (32.41%)
West Basin Municipal Water District
2023 Workforce Diversity Report
Racial Comparison Breakdown
West Basin vs. L.A. County

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

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