WEAT Diversity, Equity, and Inclusion and Strategic Leadership

Conversation Starters

Julie Nahrgang
The events that have been highlighted in recent weeks are tragic and have impacted so many lives, businesses and communities alike. WEAT stands with all of our members in improving all aspects of the world we live in and is committed to advancing equality and justice within WEAT, the communities we serve, and beyond.

- WEAT Leadership
Strategic Priorities

• Long Term Resiliency
• Diversification
• Membership Services
• Identity
<table>
<thead>
<tr>
<th>Sketch Objectives</th>
<th>Action Plans (SMART Attributes)</th>
<th>Timing</th>
<th>Progress</th>
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<tbody>
<tr>
<td>1. Educate WEAT leadership about DE&amp;I</td>
<td>1.1 Identify trainers and format</td>
<td>Q4 2022</td>
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<td></td>
<td>1.2 Identify desired assets</td>
<td>Q3 2022</td>
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<td>1.3 Incorporate first training session by Q4</td>
<td>Q4 2022</td>
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<td></td>
<td>1.4 Host DE&amp;I initiative webinar with panel of WEAT member consultants and utility personnel</td>
<td>Q1 (Annually)</td>
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<td>2. Promote DE&amp;I in the water sector and WEAT leadership</td>
<td>2.1 Incorporate Texas InFLOW program to Texas Water</td>
<td>TXW 2023</td>
<td>✓</td>
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<td>2.2 Develop InFLOW mentoring program within YP Mentoring</td>
<td>TXW 2023</td>
<td></td>
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<td>2.3 Introduce new DE&amp;I award at Texas Water 2022</td>
<td>TXW 2022</td>
<td>✓</td>
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<td></td>
<td>2.4 Promote WEAT DE&amp;I initiatives on SM once per month</td>
<td>Monthly (Annually)</td>
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<td>3. Promote bilateral mentoring in the YP Mentoring Program</td>
<td>3.1 Check in with mentors and mentees annually and compile report</td>
<td>Q4 2023</td>
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<td>3.2 Introduce bilateral mentoring at Texas Water 2023</td>
<td>TXW 2023</td>
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Priority 2: Diversification

2 Goals
5 Objectives
16 SMART Attributes

44%
Conversation Starters: Diversity, Equity, and Inclusion in the Texas Water Sector
Conversation Starters: Diversity, Equity, and Inclusion in the Texas Water Sector-Part 2
Congratulations!

Aisha Niang
Acting Senior Assistant Director

Ana Pena-Tijerina
Wastewater Practice Leader

Diversity, Equity, and Inclusion Award
RECOGNIZES THE PEOPLE AND ORGANIZATIONS BEHIND DEI APPROACHES AND PROGRAMS IN THE WATER SECTOR IN TEXAS.

2022 WEAT & WEF Award
InFLOW is a subcommittee of the Diversity, Equity & Inclusion committee.

MISSION
The Water Environment Association of Texas is a nonprofit organization of professionals who benefit society through protecting and enhancing the environment by providing education and awareness on the value of water.

VISION
The resource for preserving, enhancing, and advocating water quality in Texas.

InFLOW is introducing Future Leaders Opportunities in Water
WEAT/WEF InFLOW (Introducing Future Leaders to Opportunities in Water) is a program to enhance diversity and inclusion in the water workforce.

The InFLOW program seeks to engage participants in WEAT/WEF programs and events to:
- Solidify their interest in the water sector
- Increase their prospects for employment and long-term success working in water.

SCHEDULE

MONDAY, April 4, 2022
3:30-5 PM
WEAT Leadership Reception, Hyatt Regency East room. This reception follows WEAT's board meeting and is a casual meet and greet. We’ll introduce the students to water industry leaders in WEAT and a few of those folks who will be accompanying them to and from events.

6-7 PM
Exhibit Hall Meet and Greet, Convention Center Exhibit Hall

TUESDAY, April 5, 2022
9-10 AM
Opening Ceremony, 221 A-D
Terry Melo and Nolan Hise, Ambassador

10-11:15 AM
Walk-through the exhibit hall, Exhibit Hall 2
Reg Blaisdell and Jonne Hallow, Ambassadors

10:45
Kimley-Horn Booth (616 & 916)

10:30
Global WET Booth (booth number)

10:45
Signature Automation Booth (715)

11 AM
Operations Challenge
Asha Niuang, Ambassador

11:30 AM-1 PM
Student Design Competition, 301 BC
Paula Monroe and Dan Roberts, Ambassadors

1:30-2 PM
Technical Tracks, Water Conservation, University Forum, Diversity and Inclusion, Legislative and Regulatory Issues, DEI Committee

2-2:30 PM
Student Section Meeting, 225 A-D, 221 A-D
Eli Friar, Collin Ruff, and Student Section Committee, Ambassadors

2:30-3 PM
Break, Archea Sharma, Ambassador

3-4 PM
Diversity, Equity, and Inclusion Meet & Greet, 302 C

4-5 PM
InFLOW Panel and Mentoring, 302 C

5:15-6:15 PM
Young Professionals & Student Reception/Mentoring Program Networking Event, 3rd floor-outside of Bathrooms
Aurora Gonzales, Ambassador

WEDNESDAY, April 6, 2022
7:15-9 AM
Women of Water Breakfast: Ballroom 3/4

9:15-9:45 AM
Post InFLOW interviews, WEAT Booth-Exhibit Hall 2
We’d like to get the students’ impressions of the program and water conference. We’ll come up with a few planned questions and take about 2-3 minutes per student for discussion.

WEAT welcomes Prairie View A&M University to Texas Water 2022 and the InFLOW Program. We are happy to have you here with us!
Committee Fact Sheets
Benefits of Workplace Diversity Survey

The Benefits of DE&I: Profitability

A 2019 McKinsey study found:
Companies in the top quartile in ethnic and cultural diversity outperform companies in the bottom quartile by 36% in terms of profitability.

Companies in the top quartile for gender diversity on executive teams were 25% more likely to have above-average profitability than companies in the fourth quartile.
WEAT Diversity, Equity, and Inclusion (DE&I) Workshop Survey

This survey is meant to understand the Diversity, Equity, and Inclusion (DE&I) initiatives and programs present in the workplace. Your workplace will be referred to as "your organization." Thank you for participating in this survey!

Does your organization have an active Diversity, Equity, and Inclusion (DE&I) program? If so, what does the program entail?

- [ ] No DE&I program
- [ ] Yes, active DE&I program, including...
- [ ] Staff workshops/focus meetings
- [ ] Distribution of DE&I related materials
- [ ] Use of an outside consultant
Black History Month is an annual celebration of achievements made by African Americans and a time for recognition of their central role in the water quality industry. Celebrate with us all month long as we highlight our membership.

The WEAT DE&I Committee invites you to be featured in our Diversifying Black History Month interview series. The goal of the interview series is to bring additional cultural awareness to Black History by highlighting the various backgrounds WEAT water leaders that make up our black communities. If you would like to be a featured interviewee for Black Heritage Month, please email us at admin@weat.org.
BLACK HERITAGE MONTH

Brandum Pierson
Community Relations Chair

Water Environment Association of Texas
Diversity, Equity & Inclusion Committee
LET'S CELEBRATE!
September 15 - October 15

HISPANIC HERITAGE MONTH
Pride 2022

"Being your true self at the workplace leads to realization of your full potential."

Sarang Agarwal

Water Environment Association of Texas
“I apologize for my late response. I took a few days to think it over. It’s a big step in my personal journey and I wasn’t sure if I am ready for it. After much thought I have decided to participate, especially in light of the events that happened last week. I would like to use the quote below...”

Thanks for the opportunity. I appreciate everything you and everyone at WEAT are doing to celebrate pride month. It means a lot to me.
Ramadan Kareem

Have a generous Ramadan!

Water Environment Association of Texas
WEAT Diversity, Equity, and Inclusion and Strategic Leadership

Conversation Starters

Julie Nahrgang, WEAT|TACWA
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