DIVERSITY IN EXPERIENCE

- McDonalds
- Burger King
- Kash & Karry
- Lowry Park Zoo
- Shriners Hospital
- Tampa General Hospital

- Sonny's BBQ
- Uncle Bobs Self Storage
- Circuit City
- Airborne Express
- Central Moving and Storage
- Teletech (UPS Call Center)
WEF Strategic Goals
(updated 9/18)

• 1a: Increase diversity and inclusiveness in the water sector through engagement and membership growth

• 4d: Promote sector-wide action toward development of a water workforce that is diverse and prepared to meet the future needs of the water sector
Workforce D&I Task Force Charge

The Workforce Diversity and Inclusion Task Force is charged with providing guidance to the Board on where WEF should best focus efforts related to the development of a more diverse water workforce. The Task Force shall report to the Board of Trustee’s Strategic Advisory Committee.

- Long term survey/data collection needs
- InFLOW
- Academic partnerships
- D&I Committee and potential charge
- Work being done by MAs and how WEF can support them
- Partnerships with other organizations
2019 StemPATH

- Black, Latino, Native Hawaiian, Native Alaskan
- WRRF Tour
- Attended Water Agency Leaders Alliance (WALA) meeting with Utility Leaders
April 2019 - WEF Board meets with Howard University and other Industry Reps to discuss how to partner together in the future.
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Snapshot of D&I at MAs (as of February 2020)

- 38 Survey responses, representing 30 different MAs
- 36% of MAs collect demographic data of members
- 25% of MAs have a designated D&I committee or group (Mostly focused on Women in Wastewater)
We have not started any specific initiatives regarding D&I.

We have started talking about D&I, but we have not implemented any programs or policies yet.

We developed a formal D&I committee or task force on key issues we’ve identified.

We tackled several major D&I issues over the years and have data and information to demonstrate a marked improvement over the last few years.

We fully addressed all/most major D&I issues in our MA, and we are now working towards or have achieved belonging for all individuals in our MA.

Which statement relates most closely to where your MA is at in regards to D&I?
• 22nd in Area
• 3rd in Population
• 840 miles Key West to Pensacola

• 9 Chapters
• 19 Committees
• Around 1,500 members

FWEA CHAPTERS
Florida Diversity 2019 Census

- American Indian: 1% - 3%
- Asian: 17%
- Black / African American: 26%
- 54%

- Currently no D&I Committee
- Women in Water forum at annual conference
- Current board – 19 Members
  - 11 Male / 8 Female
12 State Universities
- Active Student Design Competition
- Regular outreach
- Student Chapters
We Want You Here With Us

YOU MUST GO ASK