HOD Message
ONE ANOTHER

GIVE

HUMANITY

FOR HUMANS

BE

YOU
Monthly Updates

Mark Poling
Delegate-At-Large

Water Environment Federation - YouTube
Monthly Updates

WEFCOM Updates

April 15, 2022 2:16 PM
Kathryn Yockel

Happy April Fools was a very busy month for our committees and workgroups. I continue to be amazed by the spirit and passion our volunteers bring to the work supporting WEF. The spring is going to be our opportunity to meet up in person and I hope you are able to take advantage of one of the many chances. Please come and introduce yourself and let me get you a beverage.

A few updates for this month:

- **WETFAX Registration is OPEN**: We hope to see you at one of the many great WETFAX meetings. Thank you for the hosts for 2022 including: Hawaii, South Carolina, and North Dakota. There will be a different theme for each WETFAX. Hawaii will focus on Communications, South Carolina will focus on Emerging Leaders and North Dakota will focus on DEI. Encourage your M&G leaders and active volunteers to register for these events so we can get accurate headcount! Hawai is up next week, and I hope to see you there in your Aloha attire!

- **WES Strategic Planning Committee**: Working with our consultant, THENSEL, has conducted a first round of focus groups. Members shared about what they value from WEF and industry trends. The Board of Trustees (BOT) is diving into WEF’s mission and mission, and value propositions (VPP) work. The process will continue through the first half of 2022 with the goal of completing the work before WETFAX 2022. There will be six sessions on strategy planning at each WETFAX and our next NOC Gulf Meeting on May 10.

- **WETFAX Board of Trustees Nominations**: The BOT will begin accepting applications in April. Trustees are provided a unique opportunity to lead WEF through the implementation of the strategic plan and an opportunity to lead many of the member associations. So be on the lookout for the announcement and requirements.

- **Water AdvoCates Program**: Please sign up for the Water AdvoCates Program. A timely opportunity to make sure you are voicing the messages and calls to action. Water Week (April 24-30) will offer many opportunities to share with members of Congress on the critical regulatory and legislation water policies they are working on now and in the years ahead. If you are able to join the fly-in, please register in advance. I’m told our good friend and Assistant Administrator for the U.S. Environmental Protection Agency’s Office of Water, Barbara Fox will be speaking with us.
HOD Quarterly Meetings

• December 9 – WEFMAX Promos, DE&I Toolkit, CoC, Infra Package

• March 3 – WEFMAX, HOD Nominations, Strat. Plan Update

• May 19 – HOD/WEF Nominations, CoC Toolkit

• August 25 – Strat. Plan Rollout, WEFTEC Prep
Workgroups

**Water Communications**
Leanne Scott, PCOC, Travis Loop

**Federal Advocacy**
Kristiana Dragash, Alexie Kendrick, GAC, Steve Dye, Claudio Ternieden

**Emerging Leaders**
Casey Gish, SYPC, Brad Lovett
Standing Committees

Steering
Nominating
Budget
WEFMAX

Diversity, Equity and Inclusion
Sunset Outreach Committee
MA Grant Program
Next Deadline is June 24

<table>
<thead>
<tr>
<th>Examples of MA activities or initiatives to be considered for support:</th>
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<tbody>
<tr>
<td><strong>MA Operations</strong></td>
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<tr>
<td>• Equipment for MA</td>
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<td>• Updating the MA website or AMS</td>
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<tr>
<td>• Tax/Audit assistance</td>
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<tr>
<td>• Executive Director Search</td>
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<tr>
<td><strong>Seed Grants</strong></td>
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<td>• Creation and launch of membership campaign</td>
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<td>• Operations Challenge Team development and support</td>
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<td>• Member training program</td>
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<tr>
<td>• Public Awareness/Advocacy</td>
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<td>• Fostering regional Innovation</td>
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<tr>
<td>• DE&amp;I training/programs</td>
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| **Planning and Training**                                    |
| • Staff training                                            |
| • Volunteer leadership training (Board, Delegates, etc.)   |
WEFTEC – Plan Ahead!

New Orleans Oct 10-12

HOD Meeting Oct 8

CLC Meeting and MA Leaders Forum – TBD
THANK YOU FOR YOUR PARTICIPATION
WEF HOD COMMITTEE/WORKGROUP UPDATE
2021-22 HOD BUDGET COMMITTEE UPDATE
HOD Budget Committee Charge

The Budget Committee reviews the budget development process with the WEF Treasurer and Finance staff to confirm consistency of the annual budget with WEF’s Strategic Plan and other initiatives, provides advice and direction to the Speaker of the House and the House of Delegates, and administers the Member Association (MA) Grant Program.
Deliverables / Activities

- Administer FY22 Grant Program and Monitor MA progress on prior year grant awards
- Conduct MA survey to determine priorities for WEF budget allocation
- Participate in mid-year Budget Process Development Meeting with WEF Finance Committee & CLC Leadership
- Chair & Vice Chair Participate in WEF Finance Committee
- Chair & Vice Chair Participate in WEF Audit Committee
FY22 Grant Program

• $100,000 allocated by WEF for distribution in FY22
• Two rounds of grant distributions
• Round 1 applications submitted January 21, 2022
• 14 applications were received totaling $134,370
• 6 grants awarded
  • Amounts requested ranged from $1,500 to $25,270
  • Total funds distributed - $52,270
FY22 Grant Program

- Grant purposes:
  - **MA Operations** - assistance with interview process for Managing Director
  - **Planning/Training** – travel assistance to WEFMAX/WEFTEC, training course for emerging leaders
  - **Seed grants** – DE&I training, training course development for operator certification
- $47,730 available for Round 2 grants
- *Round 2 Grant Applications due June 24 and awards made in July*
How are applications evaluated?

- The following rating criteria are used:
  1. Application aligns with WEF’s Strategic Plan
  2. Impact on the industry or membership
  3. Budget detail for grant amount requested
  4. Cost sharing provided by the MA
  5. Timeline / schedule detail

- Each criteria receives a score between 1 and 10 based on how it is addressed in the application.
Accessing Grant Program Information

- On the main page of the WEF website, click on **MEMBERSHIP**
  - From the dropdown menu, click **WEF MEMBER ASSOCIATIONS**
  - On the Member Associations page, click **ACCESS THE MA RESOURCE CENTER**
  - Look for the **MA GRANT PROGRAM** box and click **LEARN MORE**

- OR, use the following link:
  - [https://www.wef.org/membership/ma-resource-center/pilot-ma-grant-program/](https://www.wef.org/membership/ma-resource-center/pilot-ma-grant-program/)
MA Survey

- Email survey of MAs conducted in 2021 showed the following priorities for WEF budget development based on the Critical Objectives and Goals:
  
  3b. Provide tools for members, Member Associations, utilities, and others to communicate...
  
  2d. Provide a broad, relevant spectrum of opportunities for water sector professionals to learn and share information.
  
  1a. Increase diversity and inclusiveness in the water sector...
MA Survey – 2022

• Questions focused on COVID Relief Fund and MA Grant Program
• Survey will be sent by email to attendees

• Please complete the survey – we need your input
Questions?

Contact:
• Tom Galeziewski, Chair
  • tom.galeziewski@gmail.com
  • 602.723.8301
• Alexie Kindrick, Vice Chair
  • alexie.kindrick@tetratech.com
  • 918.249.3922
THANK YOU FOR YOUR PARTICIPATION
WEF HOD

Diversity, Equity, and Inclusion Toolkit Rollout
## WEF’s Definitions

<table>
<thead>
<tr>
<th><strong>Diversity</strong></th>
<th>Diversity encompasses the varying experiences, strengths, skills, perspectives, personal characteristics, cultures, and backgrounds represented by and within the WEF community.</th>
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<td><strong>Equity</strong></td>
<td>A commitment to equity means an environment where everyone has the opportunity and access to realize their full potential, and no-one is disadvantaged because of their group identity or other socially determined circumstance.</td>
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<td><strong>Inclusion</strong></td>
<td>The act of inclusion embraces and celebrates the perspectives, voices, values, and needs of each individual to generate a culture where all feel heard, respected, valued, and included in the broader WEF purpose.</td>
</tr>
</tbody>
</table>
HOD DE&I Committee

• Joe Navas – Chair
• Jeff Berlin, Delegate-at-Large
• Donnell Duncan, Speaker-Elect/Delegate-at-Large
• Kam Law, Illinois WEA
• Mandy Sheposh, Delegate-at-Large
• Kristi Steiner, Pacific Northwest CWA
• Kyle Yukumoto, Hawaii WEA
MA DE&I Tools

If you are reading this, you are probably a committed volunteer for your Member Association (MA). As such, you are undoubtedly a pathfinder. Anyone beginning a journey into new territory understands that the right equipment will help them. The various pieces of this starter kit created by the 2020-2021 HOD Diversity, Equity, and Inclusion (DE&I) Workgroup present ideas and information (tools) for leadership to consider when addressing DE&I for their MA.

WEF DE&I Starter Kit
Tool 1 - Exploring DE&I Exercise
Tool 1A - DE&I Exercise Facilitator Guide
Tool 2 - Action Ideas
Tool 3 - Example Vision Statements
Tool 4 - Best Practices for DE&I Initiatives
Tool 5: InFLOW Starter Kit
Diversity, Equity, and Inclusion
Starter Kit for Member Associations

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INTRODUCTION

KEY SUCCESS FACTORS

PART 1
What is Diversity, Equity, and Inclusion?

PART 2
The Benefits of Diversity, Equity, and Inclusion in Workforce Development

PART 3
Take the Journey

- Step 1 – Speak with Someone in the Field
- Step 2 – Understand Your MA’s Needs
- Step 3 – Plan and Implement

PART 4
References

1. Exploring and Defining DE&I for your Member Association
2. Action Ideas for Defining DE&I for your Member Association
3. Start a Subcommittee – Example Vision and Mission Statements
4. Best Practices
5. InFLOW Program Guidance
INTRODUCTION

If you are reading this section, you are probably a committed volunteer for your Member Association (MA). As such, you are probably a pathfinder. Anyone beginning a journey into new territory understands that the right equipment will help them on the journey. This section presents ideas and information (tools) for leadership to consider when addressing DEI for their MA.

A survey was conducted to learn from MA’s, particularly regarding DEI gaps and efforts in progress. Members of the Water Environment Federation House of Delegates DEI Workgroup then work to provide a series of tools that would share the best ideas and information available.

KEY SUCCESS FACTORS

Respondents to the DEI Survey identified the following factors as being key to their success:

- Engagement of passionate members.
- Consistency in communication.
- Personal stories that enhance and make real the importance of the topic.
- Support and leadership from the MA Board.
- Scheduled routine D.E.I committee meetings.
- Engaging YP members.
- Being realistic about what can be accomplished in a given period of time.
- The MA leadership must establish lines of communication and access to resources.

WHAT IS DIVERSITY, EQUITY, AND INCLUSION?

Diversity, equity, and inclusion are integral to the mission of WEF. We believe that creating an inclusive and equitable organization is vital to ensuring that the diverse perspectives of our members are valued, respected, and considered. WEF believes that enhancing diversity with respect to race, ethnicity, nationality, gender, gender identity, gender expression, sexual orientation, age, ability status, accent, socioeconomic status, cultural heritage and religion, parental status, marital status, personality type, political perspective, job classification, and all other characteristics of diversity allows us to better serve our members and the diverse water workforce.

Diversity, equity, and inclusion are not mutually exclusive and the success of one is dependent on the other two. For instance, diversity without inclusion can result in tokenism and inclusion cannot truly exist without diversity because those who are not present cannot be included. At the same time, equity is necessary to ensure the best outcomes from diversity and inclusion efforts. Therefore, these three definitions are intentionally connected.

DIVERSITY

Diversity encompasses the unique experiences, strengths, skills, perspectives, personal characteristics, cultures, and backgrounds represented by and within the WEF community.

EQUITY

A commitment to equity means an environment where everyone has the opportunity to realize their full potential, and no one is disadvantaged because of their group identity or other socially determined circumstance.

INCLUSION

The act of inclusion embraces and celebrates the perspectives, voices, values, and needs of each individual to generate a culture where all feel heard, respected, valued, and included in the broader WEF purpose.

Click to View WEF’s Commitment to DEI

WEF’s Board of Trustees has established a Diversity, Equity, and Inclusion Subcommittee to provide guidance on our programs, communications, and membership. In 2020, WEF hired The Silvergroup Group to work with the subcommittee to develop a strategic plan for diversity, equity, and inclusion.
THE BENEFITS OF DIVERSITY, EQUITY, AND INCLUSION IN WORKFORCE DEVELOPMENT

Against the backdrop of the WEF's commitment to diversity, equity, and inclusion in our organization, our industry is facing a number of significant challenges in workforce development. 

1. AGING WORKFORCE
   A phenomenon known as the "silver tide" of retirements is reducing the number of employees and the size of the pool from which to hire replacements. Even more compelling, workers in this sector tend to be older with a median age of 42.8 years as compared to the national median of 42.2 years.

2. A LACK OF DIVERSITY
   In 2016, 65 percent of the workers were male and two thirds were white. This combined with rigidity in prevailing hiring procedures, and lack of training programs leads to difficulties in reaching out to different types of workers.

3. CHALLENGE OF RETENTION
   Workers tend to migrate to areas of the country with a lower cost of living. These are clear indications of the need for a new talent pipeline, one that values the diverse perspectives of our work force and is representative of the communities that we serve.

THE WATER INDUSTRY HAS OPPORTUNITIES

The water work force includes nearly 1.7 million people involved in designing, constructing, operating, and governing the US water infrastructure. While operators, electricians, and plumbers rank the largest occupations overall. There are also workers involved in administration, finance, and management. Utilization of the diversity, equity and inclusion toolkit components will expand the pool of available resources and promote job satisfaction. Make consideration of a career in water outreach, recruitment, hiring and but we have significant benefits.

- 53% of water workers have a high school diploma or less.
- Many water occupations require on-the-job training and familiar tools and technologies.
- Water occupations tend to pay 15-20% less than similar or related occupations.
- The water industry is community driven, can't outsource the work... and the workforce. Given this community water utilities should be representing community in their workforce.

THE RESULT IS A BUSINESS CASE FOR DIVERSITY

While expanding the resource pool and reflecting the community in which we serve are of tremendous benefit, the McKinsey Report Diversity Wins - How Inclusion Matters, a five-year study of over 1,000 large companies across 16 countries, provides extensive data on additional benefits of diversity.

Greater diversity, in terms of both gender and ethnicity, is correlated with significantly greater likelihood of outperformance.

- Competitive advantage: Companies whose boards are in the top quartile of gender diversity are 28% more likely to outperform their peers.
- Increased innovation and marketability of ideas.
- Drives employee retention and increased job satisfaction.
- Increased commitment: Employees and volunteers feel connected and included are more engaged and involved.
- Promotes business growth and development.
- Taken collectively, these affect the bottom line—improving performance and increasing value/revenues.

Bold actions are needed to foster diversity, equity, and inclusion in WEF and your member associations. This toolkit has been developed to support your effort to:

- Ensure representation of diverse talent.
- Strengthen leadership accountability and capability for Inclusion and Diversity.
- Enable equality of opportunity through fairness and transparency.
- Promote openness and tackle microaggressions.
- Foster belonging through unequivocal support for multivariate diversity.
TAKE THE JOURNEY

1 SPEAK WITH SOMEONE IN THE KNOW
The first step to take is to speak with someone who has taken the journey. Contact the Water Environment Federation (WEF) Diversity, Equity, and Inclusion (DEI) team. They have knowledge and experience that will help you to achieve your goals faster, better, and with fewer volunteer hours.

2 UNDERSTAND YOUR NEEDS
Not all MA’s are alike. Some are large and some are small. Some have staff and others do not. The diversity needs of each MA will depend on a large part on the geographical area in which it is located. Equity and inclusion may be different as well. Tool No. 1 and No. 2 (right) are offered to assist with this step.

3 DESIGN AND IMPLEMENT YOUR PROGRAM
Follow this checklist to cover each step.

Follow this checklist to cover each step:

- Dedicate a 60 minute timeslot for discussion with your Board committees.
- Conduct the DEI exercise included herein.
- Identify gaps and a champion.
- Survey membership for benchmarking.
- Charter a DEI committee with mission and vision.
- Start a regional InFlow program.
- Leverage communications: Email, social media, and trinics.
- Reach out to other committees and coordinate.
- Hold a focused conference session/workshop.
- Share back to WEF via delegates.

THE TOOLS

Tool No. 1
Exploring and Defining DEI for your Member Association
A tool has been developed and designed that MA leaders top use to explore and define diversity, equity, and inclusion goals for their organization. The tool is presented in this stand-alone section titled Tool No. 1 and is available in electronic format.

Tool No. 2
Action Ideas for Defining DEI for your Member Association
This tool has many of the same ideas and concepts as Tool No. 1, with the exception that it can be used to create your own approach, or to fit into a collaboration model that your MA likes to use.

Tool No. 3
Start a Subcommittee: Example Vision and Mission Statements

Tool No. 4
Best Practices

Tool No. 5
InFlow Program Guidance

Checklist

Tools

References

REFERENCES

<table>
<thead>
<tr>
<th>DEI Starter Kit Reference List</th>
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<tbody>
<tr>
<td>NAME</td>
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<tr>
<td>WEF</td>
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<tr>
<td>HIDC DEI Survey Results</td>
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<tr>
<td>WEF Website</td>
</tr>
<tr>
<td>WEF InFlow Brochure</td>
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</table>

Member Associations

- WPA InFlow Web Page | Illinois WPC | 2021 | https://www.wpcillinois.org/infow.pdf | IWEA InFlow program overview and link to application for InFlow scholarship |
- PNCA InFlow Web Page | Pacific Northwest Clean Water Association | Feb 2021 | InFlow Program (pncwa.org) | PNCA InFlow program overview and link to contacts for more information |
- PNCA InFlow Web Page | Pacific Northwest Clean Water Association | Aug | InFlow Program (pncwa.org) | PNCA InFlow program overview and link to contacts for more information |

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Tools example

EXPLORING AND DEFINING DIVERSITY, EQUITY AND INCLUSION GOALS FOR YOUR MEMBER ASSOCIATION

Tool No. 3
Example Vision Statements

Vision 1
To promote diversity, equity, and inclusion in [state name] and the water industry and to remove barriers to involvement for underrepresented/underserved individuals.

Vision 2
The water industry offers a wide range of careers and benefits locally and nationally. [name of MA program/committee (DE&I, racial and social justice, etc.)] seeks to attract and engage individuals with diverse backgrounds and experiences by introducing them to a variety of career pathways in the water industry and fostering an inclusive and welcoming environment in [MA name].

Vision 3
To create an inclusive and equitable organization that ensures diverse perspectives of our members are valued, respected, and considered.

Example Mission Statements

Mission 1
The Mission of the [MA name] Diversity, Equity, and Inclusion (DE&I) Committee is to:

- Encourage underrepresented/underserved individuals to pursue careers in the water industry;
- Support and advocate for underrepresented/underserved individuals in the water workforce; and
- Support industry retention by promoting engagement amongst underrepresented/underserved individuals.

Mission 2
The mission is to promote awareness within [MA name] and create a Diverse, Equitable, and Inclusive (DE&I) membership that benefits all members and programs.

Mission 3
The [MA name] believes in diversity, equity, and inclusion (DE&I) for all people and will promote these ideals to maintain an Association that is more reflective of the diversity of the communities we serve by:

- Providing knowledge and educational materials related to DE&I;
- Hosting and/or leading open and safe dialogue with internal and external groups regarding issues that impact DE&I in our industry; and
- Partnering with other key Association committees to drive awareness.
THANKS
Emerging Professionals to Leadership Workgroup
by Matt Alpaugh
Emerging Professionals to Leadership Workgroup

Purpose
WEF and Member Associations rely on a constant influx of new leaders to join Committees, the HOD, Member Association Boards, the Board of Trustees, and other leadership opportunities.
Emerging Professionals to Leadership Workgroup

Overview
For WEF to continue to grow, we need the engagement and advancement of new leaders from within the organization. Therefore, this workgroup will support the organization by identifying barriers to entering leadership positions, creating pathways into leadership roles, and developing resources that better enhance emerging professional transitions.

• ~40 Delegates
• Meet 1/month
Engagement to Find Solutions

Working with SYPC
Students & Young Professionals Committee

Leadership and WEF committee chairs to identify roadblocks to leadership transitions. Collaborate with SYPC leaders and committee chairs to identify actions for enhancing engagement.
Outcomes

- Create examples of “roadmaps” to leadership in MAs and WEF.
- Identify roles, opportunities, and growth paths.
- Summarize information in a 1-page infographic for education of WEF staff, members, and MAs.
- Identify upcoming leadership opportunities and match them with emerging professionals.
- Summarize a realistic process to maintain a resource of upcoming leadership opportunities.
Emerging Professionals to Leadership Workgroup

WEF Member Polls and Surveys

- Emerging Leaders Summit at WEF Utility Management Conference
- WEF Student and Young Professionals Committee
- House of Delegates
- Additional information gathering at WEFMAX
Reasons Emerging Leaders are Overlooked

1. Lack of awareness of opportunities
2. Lack of apparent support or an invitation to join
3. Lack of clear objectives and growth opportunities
4. Lack of perceived value.
5. Lack of resources to support the success of new leaders
6. Costs of participation in WEF activities (specifically WEFTEC).
7. The need for existing leadership to embrace emerging professionals as leaders the WEF community.
Jan-Feb: Work with external groups to identify barriers

March: HOD engagement

April-May-June
WEFMAX Engagement

June-July: Collect/refine content and prepare deliverables

August-October: Communicate messages
Path Forward – Near Term

- Identify solutions and resources to overcome barriers
- WEFMAX Engagement (Hawaii, South Carolina, North Dakota) in April, May, and June 2022.
- WEFMAX Charleston has particular focus on Emerging Professionals to Leadership
WEF HOD

Water Communications Workgroup
by Elizabeth Wick
Workgroup Charter

• Identify sector professionals in communications and increase empathy for challenges

• Build advocates and allies for communication professionals

• Identify resources that discuss communication techniques and provide better information for being communication ambassadors
Subgroups

- **Messaging Methods Evaluation** – Survey of multiple utility providers by region and size to collect the following:
  - What methods are being used - written, images, videos, combination
  - What platforms are being applied - websites, Twitter, Facebook, TikTok
  - What mediums are most common - blogs, vlogs, feeds

- **Social Media Research** – Distributing a survey to identify social media applications in water communications
Speakers

• January – “Importance of Communication and Getting Buy-in”
  Randy Hayman, Esq.
  Commissioner & CEO of Philadelphia Water

• February – “Building a Communications Team and Branding”
  Kelley Dearing-Smith
  Vice President, Communications & Marketing
  Louisville Water Company
Speakers

• March - “Biosolids Toolkit and Working with WEF”
  Samantha Villegas
  Director of Strategic Communications
  Raftelis

• April – “Communicating with Policymakers”
  (Joint Meeting with Federal Advocacy Workgroup)
  Mae Stevens – Signal Group
  Steve Dye - WEF
Future Meeting Topics

- Power of Social Media and Having Fun With It
- Pure Water Brew Campaign
- Storytelling
- Educating Water Communicators
- Barriers to Communication
THANK YOU FOR YOUR PARTICIPATION
WEF HOD

Federal Advocacy Workgroup
HOD Federal Advocacy Workgroup

Major items in workgroup charter:

- **Educate** workgroup members on...
  - communication techniques and new toolkit
  - 3-5 methods to communicate with Federal, State or Local legislators and regulators
  - developing impactful messages & maintaining core messages for audiences

- **Support**
  - WEF efforts to enhance alerts on legislation along with avenues to share.

- **Increase Membership and Engagement**
  - in the Water Advocate program
Updated Charter for 2021-2022

Major goals in workgroup charter...

Every **HOD, CLC and Government Affairs committee member** sign up as a water advocate by WEFTEC 2022.

Water Advocates in every state
**ACHIEVED**

DOUBLE the number of water advocates by WEFTEC 2022

WEFTEC 2021: 597 members
April 2022: 757 members
**437 members to go!**
WEF.org – Advocacy tab

http://wef.org/advocacy/water-advocates/

The Water Environment Federation is a nonprofit association that provides technical education and training for thousands of water quality professionals who clean water and return it safely to the environment. WEF members have proudly protected public health, served their local communities and supported clean water worldwide since 1928.
WEF Water Advocates Program

Recent Successful Calls-to-Action:

- **2020**: Include Funding for Water in Covid Relief Legislation
  - 1,668 Letters Sent
  - Result: $1.3 Billion in low-income ratepayer aid

- **2020**: Help to Wastewater in PFAS Legislation
  - 1,047 Letters Sent
  - Result: Provisions WEF was opposed to got dropped from bill.

- **2019**: Support NPDES Permit Term Legislation
  - 42 Letters Sent
  - Result: NPDES extension was added to House water infrastructure package.

- **2017**: Strip Wipes Rider from FY18 Appropriations bill
  - 262 Letters Sent
  - Result: Rider dropped from the bill.
WEF Water Advocates Program

Current Calls-for-Action:
➢ FY23 Water Infrastructure Appropriations
➢ Co-sponsor Wipes Labeling Legislation
➢ PFAS Liability Exemption

Key Contacts at WEF:
Steve Dye
WEF Director of Legislative Affairs
sdyewef.org

Claudio Terniendan
WEF Sr. Director of Government Affairs
cternienden@wef.org

Alexie Kindrick
WEF Second Vice Chair GAC &
HOD Federal Advocacy Workgroup Chair
Alexie.Kindrick@tetratech.com

Kristiana Dragash
HOD Federal Advocacy Workgroup Chair
KrDragash@carollo.com
THANK YOU FOR YOUR PARTICIPATION
WEF HOD

Nominating Committee Update
WEF HOD NOMINATIONS

Applications are due by June 30, 2022
WEF HOD STANDING COMMITTEES

Nominating
Steering
Budget
DE&I
WEFMAX
WEF HOD DELEGATE-AT-LARGE

Represents a Member Constituency
WEF HOD SPEAKER-ELECT

Anyone in their 1st, 2nd, or 3rd year as a Delegate is eligible to serve
QUESTIONS - Contact

HOD Nominating Committee Chair,
Patty Kennedy
patty.kennedy@phoenix.gov

HOD Speaker-Elect,
Donnell Duncan
Donnell.duncan@arcadis.com