



ATLANTIC CANADA  
WATER & WASTEWATER ASSOCIATION



*Leadership Series #5 - Mobilizing DE&I in Your MAs*

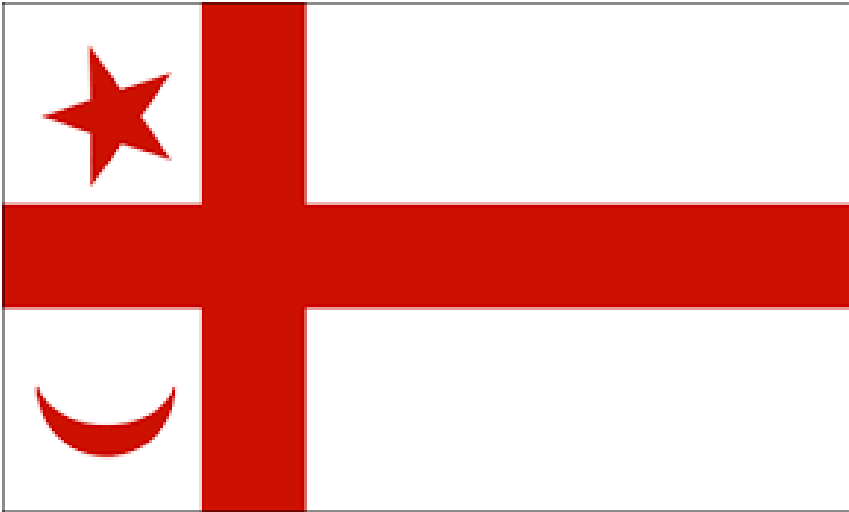
*June 29, 2021*

***Inclusion, Diversity & Equity***

***IDE Committee Update***

*Presented by: Dave Galbraith, WEF Delegate*

*I would like to begin by acknowledging  
that I am in Mi'kma'ki,  
the ancestral and unceded territory  
of the Mi'kmaq People.*



# Diversity in the Atlantic Canadian Water Industry

“Highlights of the draft final report”  
Action Items Pending...



**ATLANTIC CANADA  
WATER & WASTEWATER ASSOCIATION**  
American Water Works Association  
Atlantic Canada Section



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Presented to the ACWWA Board of Directors – May 7, 2021

Jennie Rand, Randy Newman, Havana Hechavarria & Grace Brushett



# Study (& Survey) Overview

Initialized by ACWWA IDE Committee in developing ***Terms of Reference*** as a new committee in November 2018... with supporting documents.

## **Quantitative and Demographic Survey – Fall 2019** (*email campaign*)

120 Respondents (~ 425 AWWA & 105 WEF – some are dual memberships)

## **Qualitative Survey – Summer 2020** (*Individual Video “Zoom” Calls*)

10 Interviews – Water Industry Participants

3 Interviews – Equity-recognized Groups

## ACWWA-focused survey questions included:

- > Draft report submitted to the IDE committee in February 2021
- > Draft Final Report (38 Pages) presented to the ACWWA Board May 2021
- > Recommendations reviewed by HR Expert



# **Atlantic Canada Water and Wastewater Association**

## **Inclusion, Diversity and Equity Committee**

### **Draft Policy Statement**

**Drafted November 22, 2018**

**Updated December 7, 2018**

**Updated December 10, 2018**

The Atlantic Canada Water and Wastewater Association strives to create an inclusive, diverse and equitable culture for all members, volunteers and staff. The ACWWA is committed to proactively engaging a workforce of all experience levels and skillsets that reflects the changing demographics of those served by promoting volunteer opportunities that will encourage diversity at the board, committee, and membership levels of the association. The ACWWA understands that its success depends on the full utilization and engagement of all members.



# **Atlantic Canada Water and Wastewater Association**

## **Inclusion, Diversity & Equity Committee**

### **Terms of Reference**

**Drafted November 20, 2018**

**Revised December 6, 2018**

**Revised January 10, 2019**

#### **Purpose:**

The goal of the Inclusion, Diversity and Equity (IDE) Committee is to assist the Atlantic Canada Water and Wastewater Association (ACWWA) in creating an inclusive, diverse, and equitable membership and to establish an organizational environment that recognizes, encourages, celebrates, and effectively utilizes each individual member's talents.



### Committee Chair:

The IDE Committee Chair is a three-year term position with a maximum of two consecutive terms. The position is appointed by the Board. The committee chair shall be a member of the American Water Works Association (AWWA) or the Water Environment Federation (WEF).

The IDE Committee Chair is not a voting member of the Board and does not attend Board meetings unless requested.

The IDE Committee Chair is responsible for carrying out the following duties:

- Provide strategic direction for the IDE Committee with linkage to the Board's strategic direction;
- Lead the IDE Committee in developing long- and short-term objectives;
- Maintain and submit material for the webpage on a regular basis;
- Manage and maintain the IDE Committee, including length of terms, soliciting new members, etc., on an annual basis and submit list of committee members to the Chair and the Executive Director; and
- Provide recommendations to the ACWWA Board to improve inclusion, diversity, and equity in the organization.

### Reporting Structure:

The IDE Committee Chair reports to the ACWWA Chair through written reports two-weeks prior to each Board meeting to provide update on activities of the committee.

If the IDE Committee Chair requires decisions made by the Board, then they should be presented in writing through the ACWWA Chair for direction.

**Committee Composition:**

The IDE Committee should be comprised of the following members:

- IDE Committee Chair; and
- At least one representative from each of the four Atlantic Provinces (3-year term).

Ideally all committee members will be members of the ACWWA or the WEF.

**Committee Responsibilities:**

The IDE Committee is responsible to carry out the following duties:

- Strive to promote inclusive, diverse, and equitable representation of individuals in the ACWWA membership;
- Assist the IDE Committee Chair in the development of long- and short-term objectives of the committee;
- Encourage the participation of diverse members from within the ACWWA to join committees; and
- Build programs, activities, and practices that are focused on welcoming new and current members and educating members on IDE initiatives.

**Committee Goals and Objectives:**

The goals and objectives of the IDE Committee are as follows:

- Build diversity in the Board so that organizational decision making is informed by a wider range of experience and knowledge;
- Incorporate inclusion, diversity, and equity into committee action plans and support all ACWWA committees in doing the same;
- Establish an IDE session at the ACWWA Young Professional Seminar and/or Annual Conference by offering topics about IDE or nontechnical issues that may appeal to a wider audience and encourage participation by new members or attendees; and
- Submit recurring "Diversity Moments" or other IDE Committee features to each magazine publication
- Encourage diversity of visuals (e.g., pictures) in the ACWWA magazine, calendar, website, and other publications.





## **Atlantic Canada Water and Wastewater Association**

Text to be added to ACWWA Committees Terms of Reference

**Drafted November 23, 2018**

**Revised December 6, 2018**

**Revised January 10, 2019**

Assist the Atlantic Canada Water and Wastewater Association in creating an inclusive, diverse and equitable membership by establishing an organizational environment that recognizes, encourages, celebrates, and effectively utilizes each individual committee member's talents.

**“Study”**

# Objectives



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## Produce

Produce baseline data of the Atlantic Canada's water industry population with respect to age, ethnic origin, gender, sexual orientation, education, career, and years of experience.

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## Identify

Identify areas within the water industry that lack in diversity.

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## Evaluate

Evaluate the level of commitment of those working in the water industry.

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## Determine

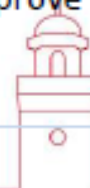
Determine factors as to why members are more or less likely to be retained and/or recruited in the water industry.

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## Establish

Establish recommendations organizations can consider adopting to improve diversity, inclusion, commitment, and recruitment within the industry.

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# Demographic Results Key Takeaways...

*Gender gap in respondents over the age of 45 years*

*The gender gap decreases for respondents under the age of 45*

*There is a lack of ethnic diversity in the water industry*

*There is a low percentage of individuals identifying as LGBTQ+*

*Most respondents were in one of three job categories:  
utility (26%), consultants (23%), and government (21%)*

*Utility and Government reflected a gender gap,  
with nearly twice the number of males as females*

# Quantitative Results

Individuals who identified as males (73) and females (47) had similar levels of commitment

*Females reported significantly lower levels of belongingness and “work-life balance” and were less likely to view their workplace as being socially responsible*

40% of all women reported low levels of WLB compared to 23% of men

**60% of women in their 30's reported low levels of WLB** compared to 30% of men

*Affective* commitment higher for BBs/Gen Xers than Millennials

BBs/Gen Xers reported higher levels of belongingness, WLB, and more viewed their workplace as socially responsible

Generational differences likely driven by gender

# Qualitative Results – Diversity Climate

Perception that the industry is dominated by middle-aged white men

*“Do the people that work for the water utility look like the people that live in your community?”*

Acknowledgement that the industry was changing

Lack of diversity is attributed to region

> Outreach stated as important to improve diversity *“how can we encourage more people to seek Water Careers?”*

Leadership key to improving diversity and inclusion

Having diversity in the workplace is positive



# Qualitative Results – Sense of Belonging

Strong sense of personal relationships and professional networking

Time in industry = better fit

Increased diversity = increased sense of belonging

Mentorship/role models important





# Qualitative Results – CSR

“Corporate Social Responsibility”

Inherent to the industry

More could be done to promote ID&E

Need support from management

Link to improving diversity climate

Need to do more humanitarian work



*Water for People Fun Run \$\$ Halifax 2019*

Partial “edited” types of questions from the Survey  
“INSERT” Indigenous, Black, LGBTQIAS+, other...

1. Do you feel like you belong in the ACWWA?
2. Can you identify any factors that might contribute to the lack of ethnic diversity, specifically the lack of “INSERT” individuals within an environmental/technical industry, such as the water industry, in Atlantic Canada?
3. In your opinion, what do you feel is the current state of diversity and inclusion, with a focus on “INSERT” people, in the Atlantic Canadian water industry?
4. Do you feel there are barriers for “INSERT” individuals to join and feel comfortable within the water industry?
5. Do you think environmental racism may influence the likelihood that “INSERT” individuals will pursue employment in the water industry?
6. Is there anything you see that the ACWWA can do to support change in this area?
7. Is there anyone or any other groups that you would recommend reaching out to on this issue?



## Closing Remarks:

Our IDE Committee is planning to meet by the end of Summer  
... to develop an IDE Action Plan to present to the board.

*Some Agenda Talking Points for our upcoming planning meeting:*

- *Recurring diversity moment in magazine*
- *Develop an IDE education opportunity each year for members*
- *Diversity moments for board member meetings*
- *Work with other ACWWA committees like YP committee for special events*
- *Create an award to recognize member or member organization that promotes IDE*
- *Create IDE student scholarship*

*Topics submitted by: ACWWA IDE Committee Chair, Dallys Serracin-Pitti, Dalhousie University*

*wela'lioq*

Thank you all...