



Water Environment
Association of Texas

WEAT Diversity, Equity, and Inclusion and Strategic Leadership

Conversation Starters



Water



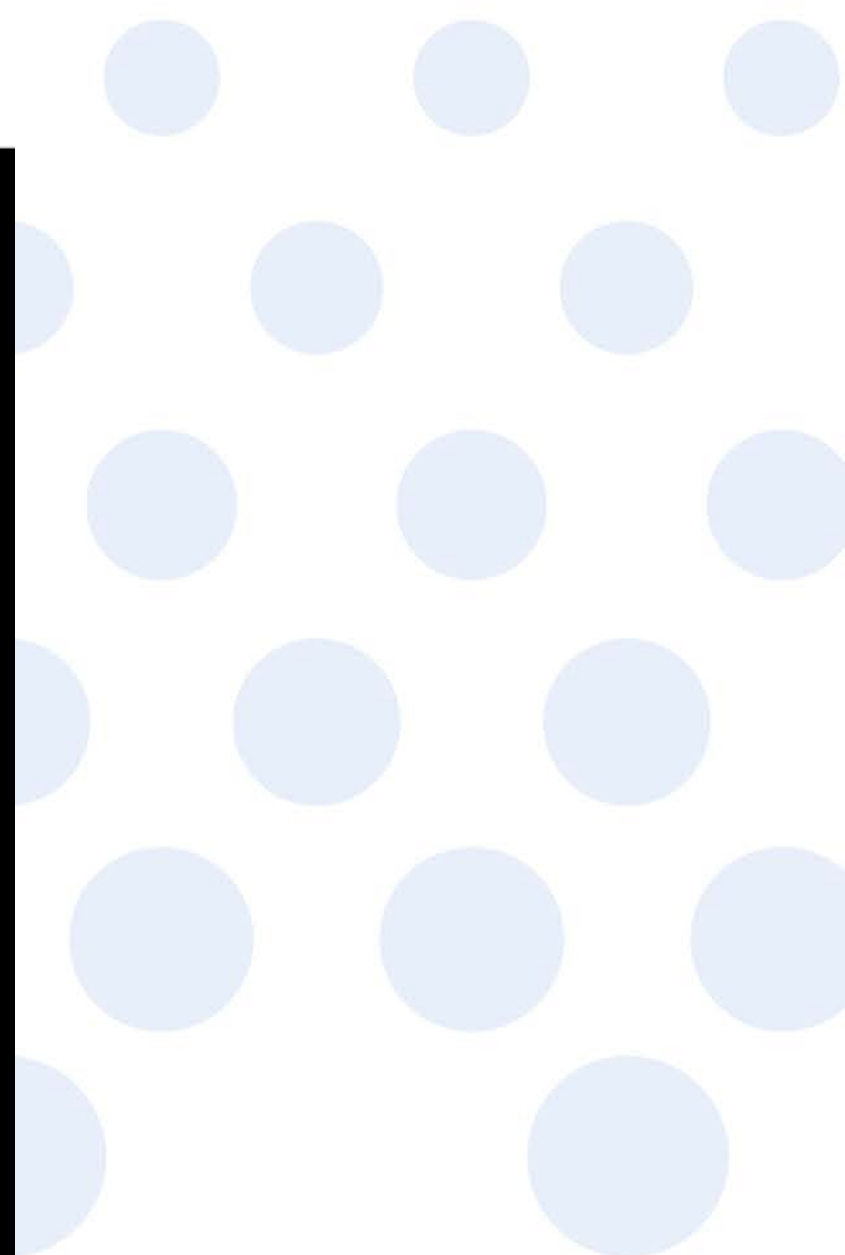


weatxorg



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



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







Water Environment
Association of Texas

Conversation Starters: Diversity, Equity, and Inclusion in the Texas Water Sector



February 25, 2022
Webinar



Charmaine Jackson
**Director of DE&I,
Communications, and
Community Affairs**



L'Oreal Stepney
Deputy Executive Director



Christina Brooks
**Chief Equity Officer and Director
of the Diversity, Equity &
Inclusion Department**



Eric Dargan
Chief Operating Officer



Water Environment Association of Texas



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



June 24, 2022
Webinar



Charmaine Jackson
Director of DE&I,
Communications, and
Community Affairs



Shymika Coleman
Senior Executive
Administrator



Kelly Fearney, PE
Water/Reuse Treatment Team
Leader



Aurora Gonzales, PE
TX Operations Manager



Mike Sanders, Jr., P.E.
Roadway Design Project
Manager & Texas Region's
Firmwide D&I Representative



Water Environment Association of Texas



Moderators

Camille Sowells, *CP&Y*

Lisa Lattu, *LAN*

Dylan Christensen, *Black & Veatch*

221 B

Diversity & Inclusion

Diversity, Equity, and Inclusion in Texas Water Workforce

Ana Pena-Tijerina

Plummer

Aisha Niang

Houston Public Works

W/WW

Up Your Game: Learn Why Allyship Matters

Dedra Ecklund

Lockwood Andrews & Newman

W/WW

What Diversity and Inclusion Actually Looks Like & Stands for in the Work Place – A Pride Perspective

Sarang Agarwal

Stantec

Bradley Deaton

Stantec

W/WW

Congratulations!

Aisha Niang

Acting Senior Assistant Director



Ana Pena-Tijerina

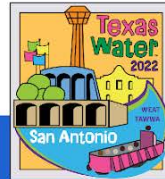
Wastewater Practice Leader



PLUMMER

Diversity, Equity, and Inclusion Award

RECOGNIZES THE PEOPLE AND ORGANIZATIONS BEHIND DEI
APPROACHES AND PROGRAMS IN THE WATER SECTOR IN TEXAS.



2022 WEAT & WEF Awards



Water Environment Association of Texas



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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 a subcommittee of the
Diversity, Equity & Inclusion committee.

InFLOW

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 working in the water sector
- Increase probabilities 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 that will be accompanying them to and from events.

5-7PM Exhibit Hall Meet and Greet: Convention Center Exhibit Hall

TUESDAY, April 5, 2022

- 9-10 AM Opening Ceremony, 221 A-D,
Tanya Miro and Murali Erat, Ambassadors
- 10-11:15 AM Walk-through the exhibit hall, Exhibit Hall 2
Raj Bhattarai and Ana Peña-Tijerina, Ambassadors
- 10:15 Kimley-Horn Booth (914 & 916)
10:30 Global WET Booth (booth number)
10:45 Signature Automation Booth (715)
11 AM Operations Challenge
Aisha Niang, Ambassador
- 11:30 AM-1 PM Student Design Competition, 301 BC
Paula Monaco and Dan Roberts, Ambassadors
- 1:20-2 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
Elle Frier, Caitlin Ruff, and Student Section Committee, Ambassadors
- 2:30-3 PM Break, **Archana 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 Ballrooms
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!



InFLOW Panel and Mentors



Ifetayo Venner
ARCADIS



Earl Lett
TCEQ



Aisha Niang
Houston Public Works



Meera Victor
Carallo



Joju Abraham
Global WET



Tanya Miro
Kimley-Horn

Student Cohort



Maalvika Aggarwal
Junior



Michael Leblanc, Jr.
Senior



Allyssa Reynolds
Junior



Noah Smith
Junior



Sanjay Tillmatt
Junior



Brennan Tyler Wright
Junior



Committee Fact Sheets

Diversity, Equity, & Inclusion



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

A commitment to **equity** means that we strive to create an environment where everyone has the opportunity and access to realize their full potential. No one is disadvantaged because of their group identity or other socially determined circumstance.

The act of **Inclusion** embraces and celebrates the perspectives, voices, values, and needs of each individual intending to embrace a culture where all feel heard, respected, valued, and included.

What can YOU do?

- Foster a culture of open-mindedness, compassion, and inclusiveness among individuals and groups.
- Increase awareness about diversity, equity, and inclusion.
- Create an opportunity for dialogue and education.

Join WEAT's Diversity, Equity, and Inclusion committee at www.weat.org/committees

A recent Brookings Institution report pulling data from the U.S. Government Accountability Office (GAO), reveals that there is a lack of diversity in the water workforce.

GAO surveys finds that women remain underrepresented in many positions and more than 72 percent of workers in water utilities are white.



 **Water Environment Association of Texas** 1825 Fort View Road, Suite 108
Austin, Texas 78704
512.693.0060
www.WEAT.org



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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.



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Benefits of Workplace Diversity



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!

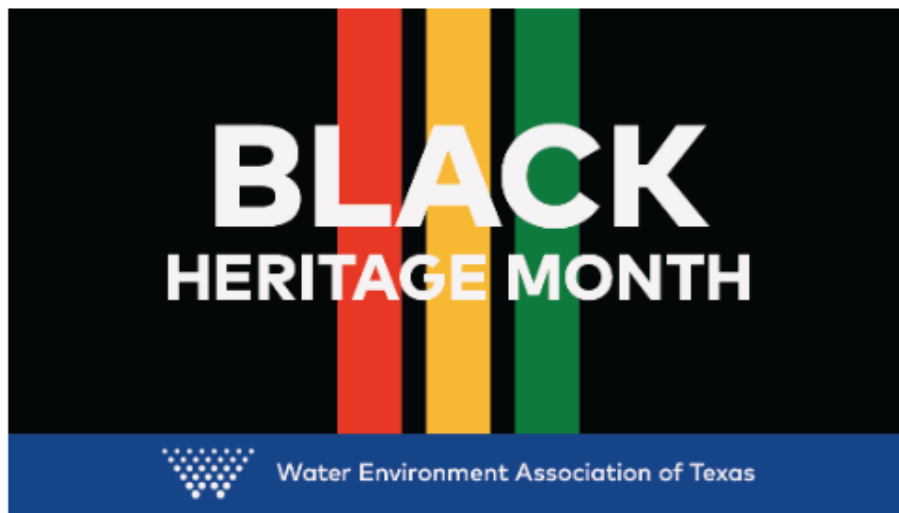
Does your organization have an active Diversity, Equity, and Inclusion (DE&I) program? If so, what does the program entail? *

- ☐ 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





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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.**



BLACI



BLACK HERITAGE MONTH



Brandum Pierson

Community Relations Chair



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Diversity, Equity &
Inclusion Committee

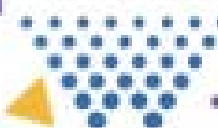


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LET'S
CELEBRATE!

September 15-October 15



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Pride 2022



AECOM

 **ARCADIS**



BLACK & VEATCH

**CDM
Smith**



Kimley»»Horn
Expect More. Experience Better.

Mead&Hunt



SWCA
ENVIRONMENTAL CONSULTANTS

 **TETRA TE**



Sarang Agarwal

 **Stantec**

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



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“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.





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WEAT Diversity, Equity, and Inclusion and Strategic Leadership

Conversation Starters

Julie Nahrgang, WEAT|TACWA
Executive Director

julie@weat.org

