



# MA DE&I Network Call

WEF House of Delegates



# What Is It?

An initiative of the HOD DE&I Committee in response to feedback received from Member Associations during the 2022 DE&I focused WEFMAX in Fargo, ND.

# Who's Invited?

DE&I leaders, representatives and interested parties from WEF MAs.

# Goals

Connect DE&I leaders, representatives and interested parties from WEF MAs to:

1. Share best practices
2. Share resources
3. Crowdsource solutions
4. Provide peer support

# January Call: 90+ Participants



# Live Polls

Meeting now

Request control Pop out People Chat Reactions More Camera Mic Share Leave

Respond at [PollEv.com/valarae](https://PollEv.com/valarae)

### What roadblocks have you faced trying to have conversations on DE&I?

Top

- 1 | Finding a champion
- 1 | Folks staying in comfort zone
- Hide 0 | ☆ Member involvement
- 0 | Some pushback from the status quo
- 0 | lack of interest
- 0 | Lack of diversity in our membership
- 0 | Time

Valarae Parlee (External)

67°F Sunny 2:00 PM 1/19/2023



# MA Sharing

Diversity, Equity, and Inclusion (DE&I) are integral to the mission and vision of the WEASC. The DE&I Committee works to create an expanding, inclusive, and equitable environment within the Association and its districts. Creating an inclusive and equitable environment is vital to ensuring that the diverse perspectives of our members are valued, respected, and considered.

The DE&I committee works with the membership committee to actively recruit and engage members who reflect the demographic makeup of the various communities we serve across South Carolina. By doing so, the Association will be better equipped to serve our members and build the diverse water workforce we are trying to attract.

Diversity, equity, and inclusion are not mutually exclusive and the success of one is dependent on the other two. Therefore, these three are intentionally connected and further described as follows:

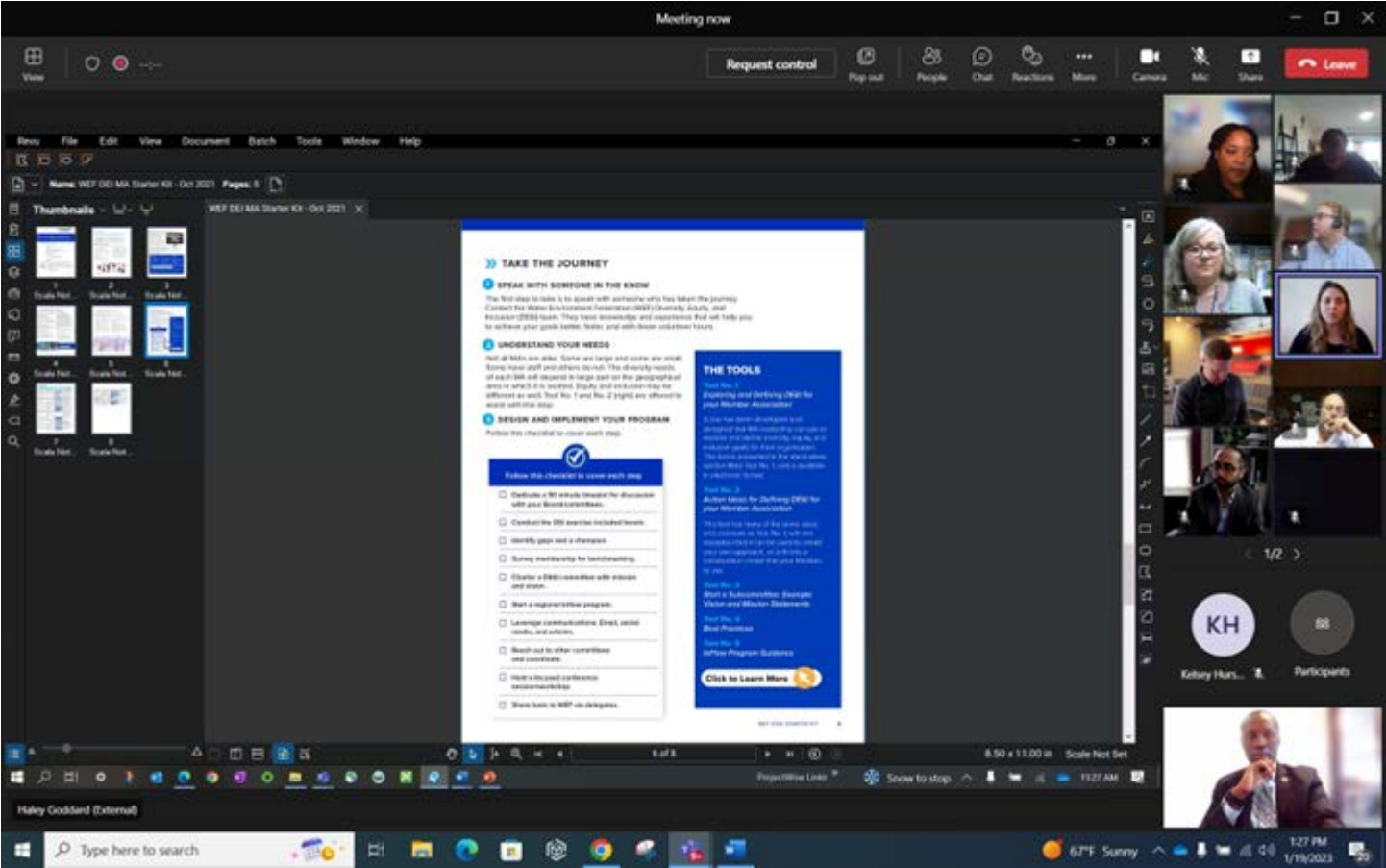
Diversity

Diversity encompasses the varying experiences, strengths, skills, perspectives, personal characteristics, cultures, and backgrounds represented by our members and the communities they represent.

Equity

A commitment to equity means to strive to create an environment where everyone has the opportunity and access to realize their full potential, and no-one is disadvantaged because

# MA DE&I Starter Kit Walkthrough





# Next Call

Thursday, April 27<sup>th</sup>, 2023  
1PM (ET)



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