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. Crowdsourced solutions
4. Provide peer support
January Call: 90+ Participants
Live Polls

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

- Finding a champion
- Folks staying in comfort zone
- Member involvement
- Some pushback from the status quo
- Lack of interest
- Lack of diversity in our membership
- Time
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 27th, 2023
1PM (ET)
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