

WATER WORKFORCE WEBINAR SERIES

Ensuring DEI in the Water Workforce

Office of Wastewater Management

Office of Water

U.S. Environmental Protection Agency

March 21, 2023

**We will start in a couple minutes.
Thank you.**

March 21, 2023

Ensuring Diversity, Equity, and Inclusion in the Water Workforce

Andrew Sawyers, Director, U.S. EPA Office
of Wastewater Management

Jim Horne, Sustainable Utilities Program
Manager, U.S. EPA Office of Wastewater
Management

WATER WORKFORCE WEBINAR SERIES

Ensuring DEI in the Water Workforce

Office of Wastewater Management

Office of Water

U.S. Environmental Protection Agency

March 21, 2023

This webinar is sponsored by EPA's Office of Wastewater Management. The opinions expressed in this webinar are those of the guest speaker(s). They do not reflect EPA policy, endorsement, or action, and EPA does not verify the accuracy or science of the contents of the presentation.

Webinar Logistics

- This webinar is being recorded
- Participants will be in listen-only mode
- To submit a question, use the Q&A function



- Webinar slides and recording information will be sent out to all participants following the webinar

Having Audio Difficulties?

- Call in to any of these phone numbers:

+1 669 254 5252

+1 669 216 1590

+1 646 828 7666

+1 551 285 1373

Webinar ID: 160 969 8068

Opening Poll: Please indicate the sector that you work in:

- Utility
- State or Local Government
- Federal Government
- Consultant
- Academia/Educator
- Other

Water Sector Workforce at EPA

- Reminders:
 - Check out our website for resources and updates:
<https://www.epa.gov/sustainable-water-infrastructure/water-sector-workforce>
 - Workforce Initiative
 - Past Workforce Webinars
 - Workforce Case Studies
 - Stay tuned for information on our next webinar. If you are registered for this webinar you are automatically on the email list for future webinars!

March 21, 2023

Speakers:



Julianne Jones, Senior Manager, Education and Training, InFLOW, Water Environment Federation



Sharise Horne, Chief of Equity & Community Partnerships, Louisville Metropolitan Sewer District (MSD)

Webinar slides and recording will be sent to registrants within a week after the webinar.

CREATING THE WATER WORKFORCE OF THE FUTURE WEBINAR SERIES

IT REALLY MATTERS: Ensuring Diversity, Equity, and Inclusion in the Water Workforce

More than ever, today's water sector must focus on recruiting and retaining a truly diverse set of talented individuals and ensuring equity in the workspace they will inhabit. Diversity, Equity, and Inclusion are not just words on paper—they are an essential part of any organization in the 21st century. This webinar will focus on efforts by one of the nation's leading utilities in Louisville, Kentucky to embrace these attributes followed by a presentation on an innovative program by the Water Environment Federation (WEF) to increase the number of talented individuals from minority institutions that seek and embrace a career in water.

This webinar is part of an ongoing webinar series hosted by EPA, in partnership with leading water sector organizations around the country. More information on this webinar series can be found at <https://www.epa.gov/sustainable-water-infrastructure/water-sector-workforce-webinars>

ATTENDANCE IS FREE – REGISTER NOW!

Register at:

https://www.zoomgov.com/webinar/register/WN_zAmdyUpyQGGYpyQRZCAMNq

MARCH 21, 2023
2:00 – 3:30 PM Eastern Time

Moderators:

- o Jim Horne, U.S. EPA

Speakers:

- o Sharise Horne, Chief of Equity & Community Partnerships, Louisville Metropolitan Sewer District (MSD)
- o Julianne Jones, Senior Manager, Education and Training, InFLOW, Water Environment Federation (WEF)





wef | InFlow[®]

Introducing **F**uture **L**eaders to **O**pportunities in **W**ater

For more information, visit: www.wef.org/inflow

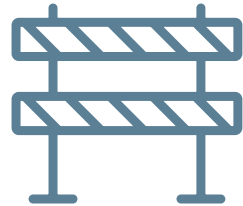
WEF's Strategic Plan

Goal 1: Attract and develop a diverse and passionate water workforce



Raise

1: Raise public awareness about the importance of water and the water workforce



Reduce

2: Reduce barriers to workforce entry and retention



Provide

3: Provide extraordinary opportunities for connection, growth, and education





WEF InFLOW is a scholarship program, that aims to enhance diversity and inclusion in the water workforce.

The scholarship opportunity engages participants in WEF programs and events to:



solidify their **interest** in working in the water sector; and



Increase **probabilities for employment** and long-term success working in water.





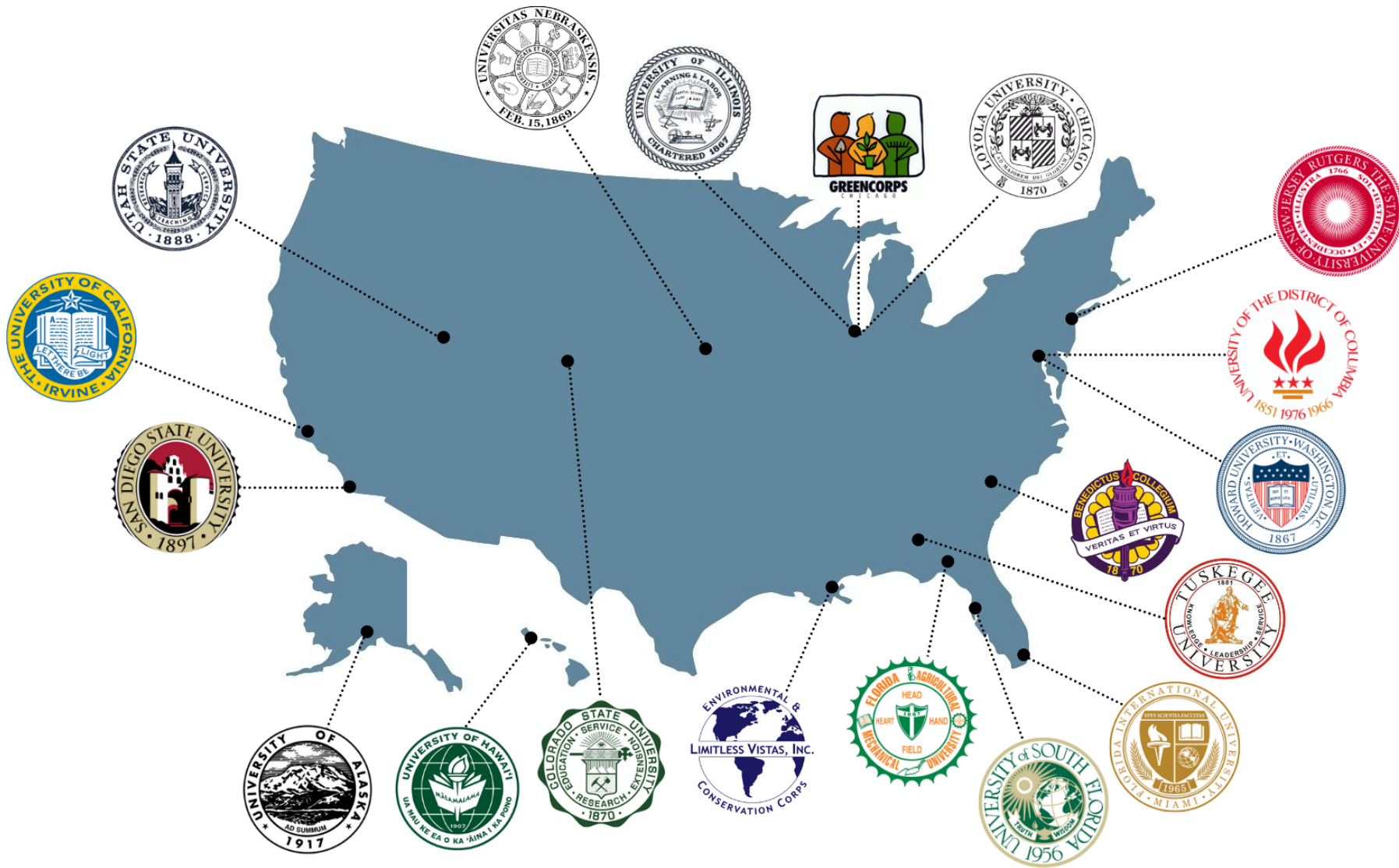
CareerTech

Partners with community-based organizations to expose scholars in job readiness programs to the variety of rewarding career possibilities in water quality.

STEMpath

Identifies scholars enrolled in undergraduate/graduate degree programs from historically underrepresented ethnic and racial groups.





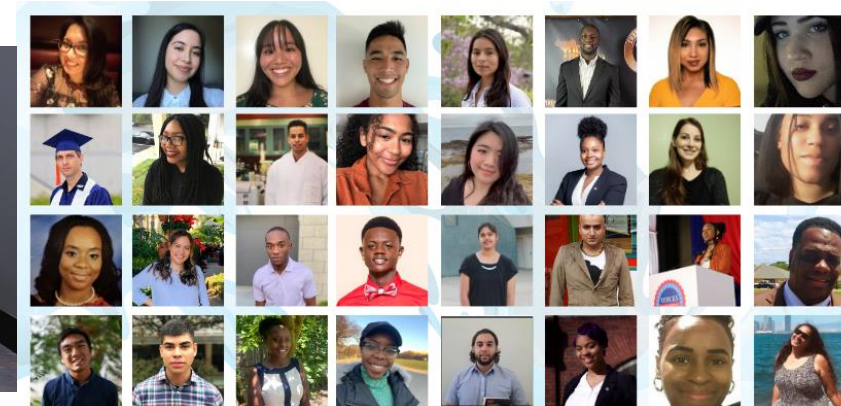
170+ Scholars

24 Schools & Organizations

Spanning 13 States!

Representing African American/Black, Hispanic/Latinx, Native American, Native Hawaiian, Native Alaskan, 1st Generation in the US, 1st Generation College Students, Veterans, Women, and more!

Evolution of WEF InFLOW



2018

- 16 African American Scholars
- Representing 3 Universities
- *Separate Emerging Water Quality Scholars Program*

2019

- CareerTech & STEMpath Tracks at Chicago, IL
- 16 Scholars from GreenCorps Chicago & 26 Scholars from 6 different Universities
- Scholars were African American/Black, Hispanic, Native Alaskan, and Native Hawaiian.

2020

- 5-week interactive **virtual program** ending with WEFTEC Connect.
- 8 Scholars from Limitless Vistas NOLA & 24 Scholars from 7 Universities
- Application for schools to **apply** to STEMpath.

2021

- **Dual** virtual and in-person program.
- CareerTech had 15 scholars from **Green Corp Chicago**.
- STEMpath included 23 scholars from **12 Universities**

2022

- **Dual** virtual and in-person program starting in September 2022.
- CareerTech working with **Louisiana GreenCorp**.
- STEMpath included 23 scholars from 11 Universities



Introducing Future Leaders to Opportunities in Water



WEF InFLOW Welcome Video

Week 1

Intro to Water, WEF, and InFLOW



Week 2

Water 101



2020 CareerTech & STEMPath Virtual Program
Week 3 - Hot Topics in Water



Week 3

Career's and Getting a Job in Water



Week 4

WEFTEC Preparation



WATER ENVIRONMENT FEDERATION
INTRODUCING FUTURE LEADERS TO OPPORTUNITIES IN WATER

2020 STEMPath Virtual Experience

presented by Water Environment Federation
the water quality people®

Workbook for
Week 1 & 2

September - October 2020

Week 4 - Journey's Through Water

Journey's Through Water - Water Leader/Industry Giants Panel

Learn about working in water from several prominent leaders in the sector. These water leaders will share their journey and provide insights into how to succeed in water.

Thursday,
October 1



LEARN

Top Takeaways:

- There are many different paths to the water industry.
- You can be successful and creative in water!
- People are going to remember you, make sure it's because of your intelligence and how you present yourself.
- Take advantage of every opportunity presented to you.

NOTES

Large empty text box for taking notes during the session.

SESSION SPEAKERS:

Albert Cho, Xylem
VP and General Manager,
Advanced Infrastructure
Analytics

Donnell Duncan, Arcadis
Associate Vice President

Meena Sankaran, KETOS
Founder & CEO

Pedro Alvarez, Rice
University
Professor of Civil &
Environmental Engineering
Director, NSF ERC on NEWT

Radhika Fox, US Water
Alliance
CEO

Tony Parrott, Louisville &
Jefferson County Metropolitan
Sewer District (MSD)
Executive Director

Follow Up?

Empty text box for follow-up questions or notes.

Who'd You Meet?

Empty text box for recording who was met during the session.

Virtual Program



WEFTEC Activities

Beyond WEFTEC...



YP Summit at UMC



Water Leadership Institute



WEF SYPC Programs

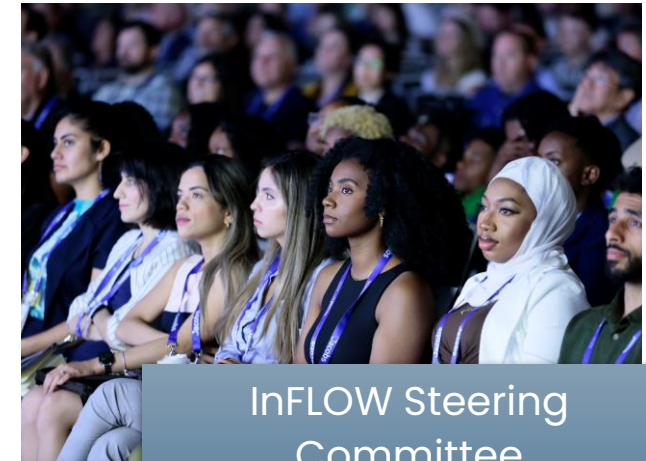


WEF InFLOW

InFLOW LinkedIn



InFLOW Internship



InFLOW Steering Committee

Scholar Successes



Hear from InFLOW Alums..



InFLOW at MAs



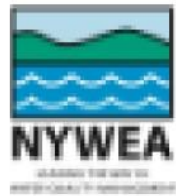
Illinois WEA

- Started in 2019 at IWPC.
- Program is similar to STEMpath.



Pacific Northwest WEA

- Started in 2019.
- PNCWA's InFLOW program is a combination of STEMpath and WLI.



New York WEA

- Started in 2021 at Spring Conference with CareerTech.
- Launched a STEMpath program at 2022 Annual Conference.



Virginia WEA

- Starting at 2022 WaterJam.
- Program is similar to STEMpath.




WEA of Texas

- Inaugural STEMpath Program at Texas Water 2022.



STEMpath 2023 University Application **NOW OPEN!**

- Spread the word!
- Must be completed by a University professor or employee.
- Applications due by **March 23, 2023.**
- Program acceptance will go out in April 2023.
- Accepted universities will be asked to select up to 2 student scholars.



The flyer features the WEF InFLOW logo at the top right, with the tagline "INTRODUCING FUTURE LEADERS TO OPPORTUNITIES IN WATER". On the left, there is a circular image of three diverse students. Below this, contact information for InFLOW@wef.org is provided. A central section titled "STEMpath Application" lists "Important dates": March 23, 2023 (Application Closes), Week of April 3, 2023 (Accepted Universities notified), June 1, 2023 (Universities submit participating scholars to WEF), September 2023 (InFLOW virtual program begins), and Sept. 30 - Oct. 4, 2023 (WEFTEC in Chicago, IL). Navigation buttons for "InFLOW Webpage", "About WEFTEC", and "Words on Water Podcast - The InFLOW Experience" are included. The right side of the flyer contains the text "Introduce Your University's Future Leaders to the Water Industry!" and explains the program's goals: to enhance diversity and inclusion in the water workforce. It lists two objectives: 1. Solidify their interest in working in the water sector; and 2. Increase probabilities for employment and long-term success working in water. It also describes the STEMpath Track, which includes student scholars from universities and colleges, introduced to the water industry through a dual virtual and in-person program. A section titled "About the Water Environment Federation" states that WEF is a not-for-profit organization of 35,000 members and 75 affiliated associations. The bottom section features a "University Testimonial" from Howard University, praising the program for educating future leaders and providing hands-on research opportunities. A group photo of students holding certificates is shown in the bottom right corner.

wef | InFLOW
WATER ENVIRONMENT FEDERATION
INTRODUCING FUTURE LEADERS TO OPPORTUNITIES IN WATER

Introduce Your University's Future Leaders to the Water Industry!

At the Water Environment Federation (WEF) we believe that our water workforce should reflect the communities we serve.

The WEF InFLOW (Introducing Future Leaders to Opportunities in Water) program aims to enhance diversity and inclusion in the water workforce.

This scholarship opportunity engages participants in WEF programs and events to:

1. Solidify their interest in working in the water sector; and
2. Increase probabilities for employment and long-term success working in water.

The STEMpath Track of WEF InFLOW includes student scholars from universities and colleges who are currently pursuing a degree in a STEM field. Through WEF InFLOW, these students are introduced to the water industry through a dual virtual and in-person program. This includes interactive networking opportunities with industry professionals and the chance to experience WEFTEC, the largest annual water quality event of its kind.

About the Water Environment Federation

WEF is a not-for-profit technical and educational organization of 35,000 individual members and 75 affiliated Member Associations representing water quality professionals around the world.

The Water Environment Federation Technical Exhibition and Conference (WEFTEC), offers water quality professionals the best in water quality education and training. In 2023 this event will feature both in-person and livestream components with nearly 200 technical sessions, workshops, mobile sessions, local facility tours and 1,000+ exhibitors, you won't want to miss!

University Testimonial

"Howard University is proud to continue to collaborate with the Water Environment Federation to educate the future leaders of the water sector and prioritize the global health of the ecosystem. The program provides an opportunity for our students to experience water industry careers first-hand while researching new ways to enhance sustainability efforts in our local communities."

- Howard University President Wayne A. I. Frederick

Questions?



Julianne Jones
Water Environment Federation
jjones@wef.org

For more information on InFLOW:
inflow@wef.org
www.wef.org/inflow

Louisville Metropolitan Sewer District (MSD)

Sharise Horne, Chief of Equity & Community Partnerships



MSD - 3 Utilities in One

We Share “Back Office Functions” to Provide Services in a More Efficient, Non-Redundant Manner



OUR VISION

The innovative, regional utility for safe, clean waterways.

OUR MISSION

Provide quality wastewater, stormwater and flood protection services to protect public health and safety through sustainable solutions, fiscal stewardship, and strategic partnerships.



MSD Values

Investing in People

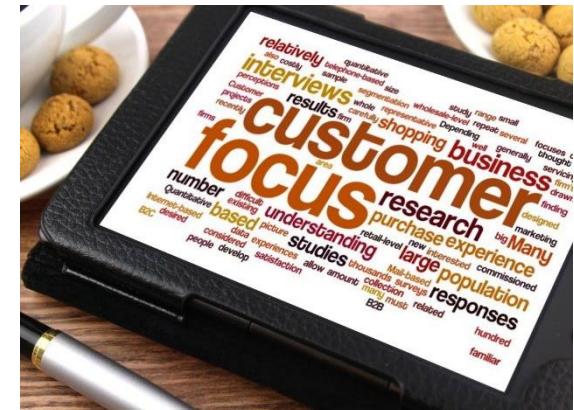
- **Respect** – where we demonstrate high regard, value and consideration for each other, our customers and the community
- **Excellence** – where we strive for personal excellence, recognize exemplary performance, and seek continuous improvement

Focusing on Performance

- **Customer Focus** – provide value-added service to our internal and external customers
- **Integrity** – we serve with high ethical standards, deliver on commitments and maintain honesty as we advance the greater good to our customers

Innovating Through Leadership

- **Accountability** – where we account for our actions, address challenges promptly, and implement effective solutions
- **Stewardship** – manage the infrastructure, environment and resources entrusted to our care in a responsible and sustainable manner





BLUEPRINT 2025

Mission



Critical Success Factors (CSF)



CSF1 - Sustain Quality and Compliant Wastewater, Stormwater, and Flood Protection Services



CSF2 - Earn the Community's Trust Daily as the Leading Provider of Quality Wastewater, Stormwater, and Flood Protection Services



CSF3 - Transform into an Employer of Purpose where Employees are Provided the Opportunity to Thrive



CSF4 - Ensure Financial Stewardship and Sustainability of Community Resources



CSF5 - Realize Operational Efficiencies and Revenue Generation Through Strategic Partnerships and Innovation



Transform into an Employer of Purpose where Employees are Provided the Opportunity to Thrive



Attract, equip and retain an effective workforce, reflective and supportive of our community, which consistently delivers high quality services to our customers internally and externally.



Market, Attract and Employ Talent



Manage Workplace Culture and Communication



Equip, Train, and Retain Talent

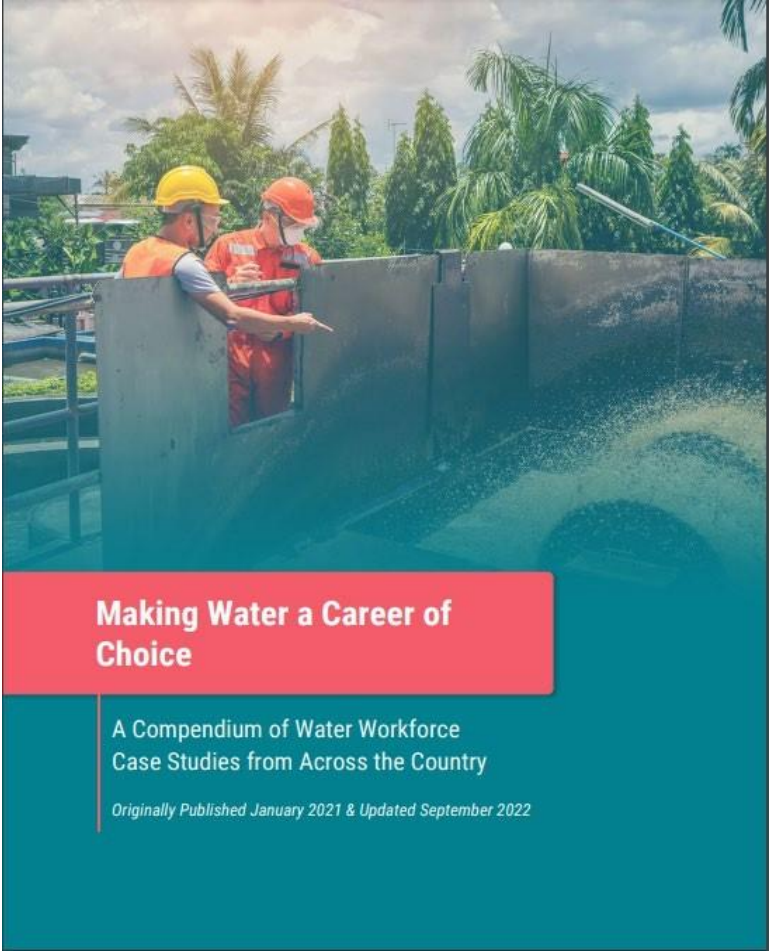
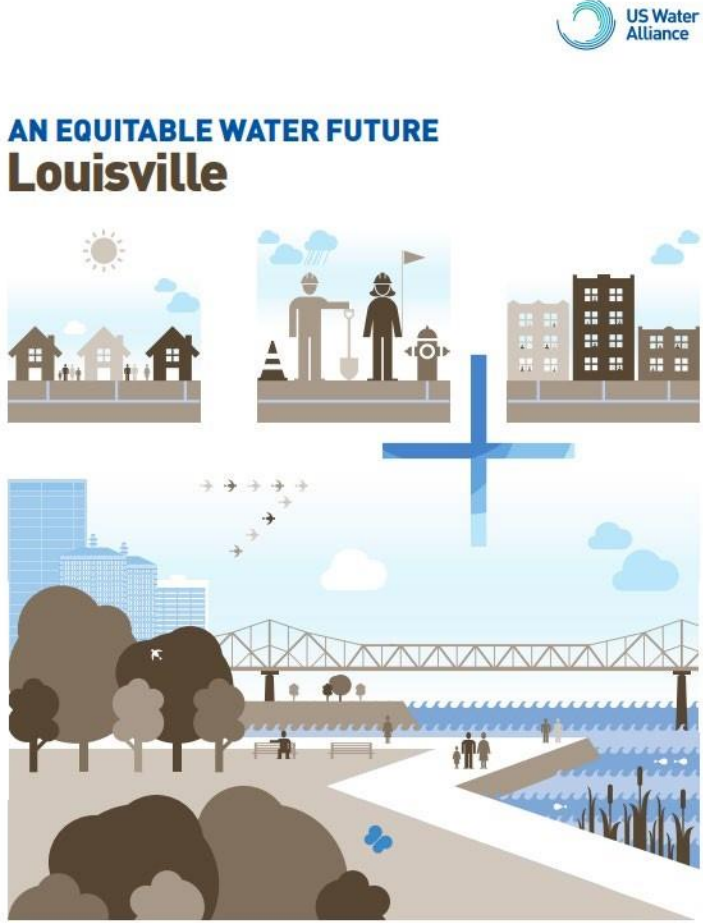
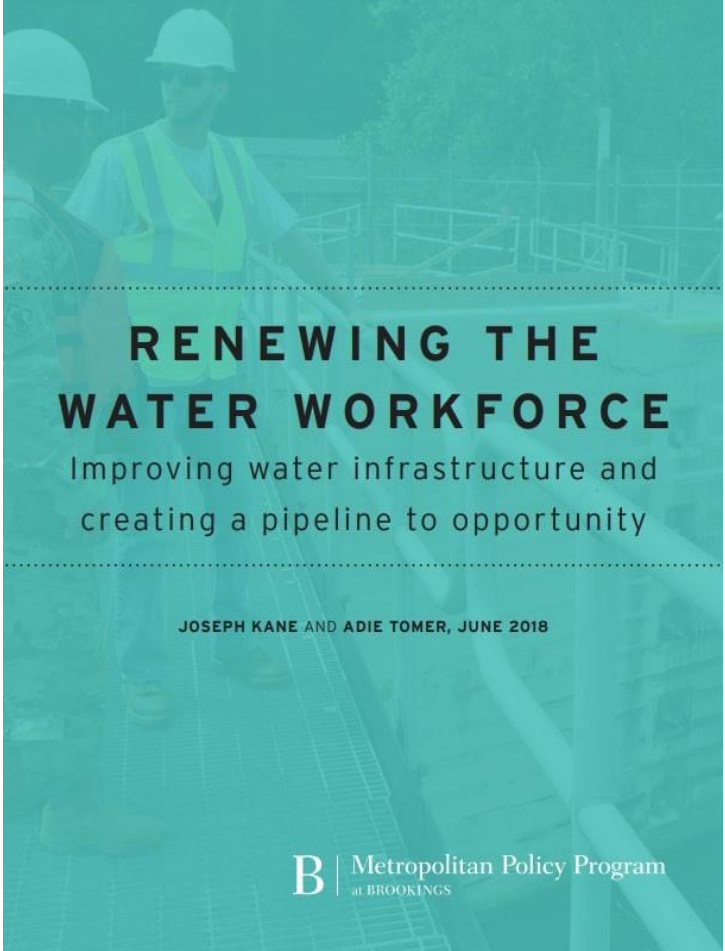


Plan Leadership and Management Talent



Manage Workplace Health & Safety

Equity at Work



Educational Opportunities

Career Awareness

- K - 12
- Tours (Virtual or in-person)
- Career Fairs

Career Exploration

- Pipeline Academy (11th - 12th Graders)
- SummerWorks (10th - College Sophomores)
- River 2 River (8th - 12th Graders)
- Construction Career Days (High Schoolers)

Career Pathways

- College Co-Ops/Internships
- Pre-Apprenticeships
- Apprenticeships

A person with dreadlocks, wearing a white t-shirt and a white glove, is working with a large green pipe. The pipe is resting on a wooden bench. In the background, there is a tent and other people, suggesting an outdoor event or fair. The image is overlaid with a semi-transparent blue circle containing text.

Career Awareness

- K – 12
- Classroom Support
- Tours (virtual or in-person)
- Career Fairs

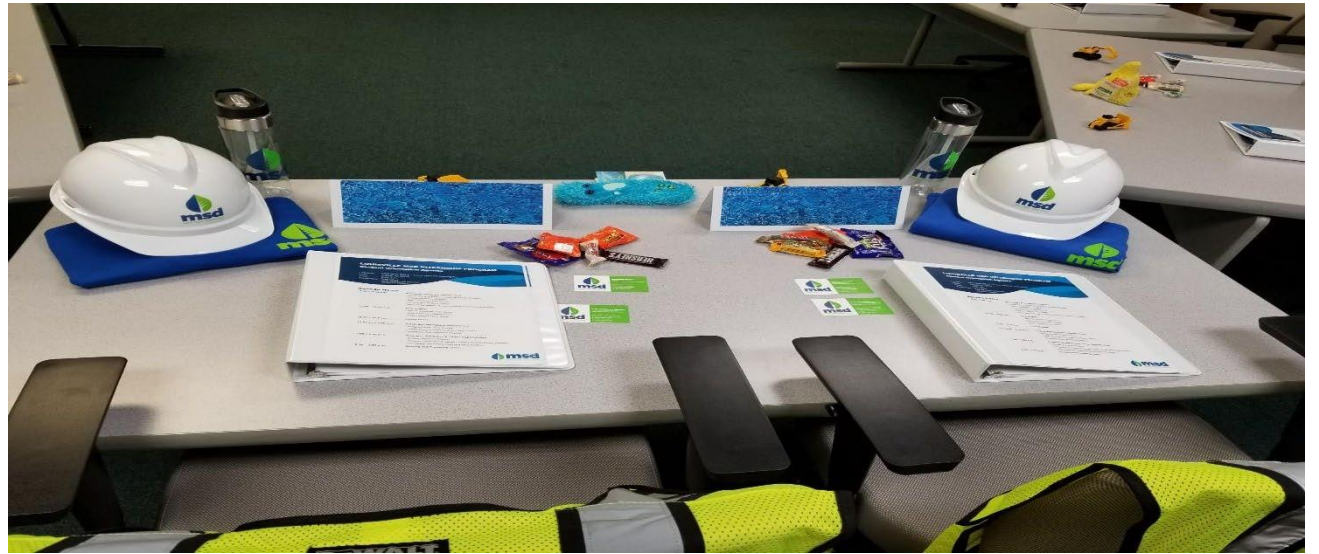
Career Exploration

- Pipeline Academy (11th - 12th Graders)
- SummerWorks (10th - College sophomores)
- River 2 River (8th - 12th Graders)
- Construction Career Days (High Schoolers)

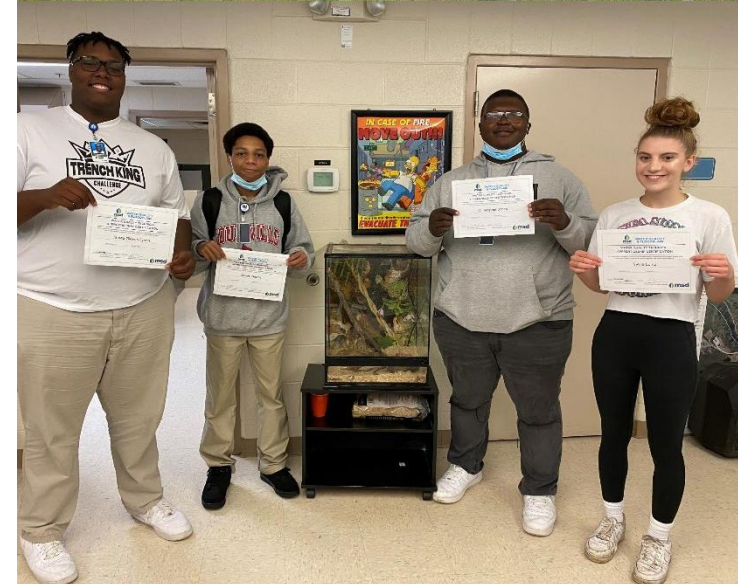
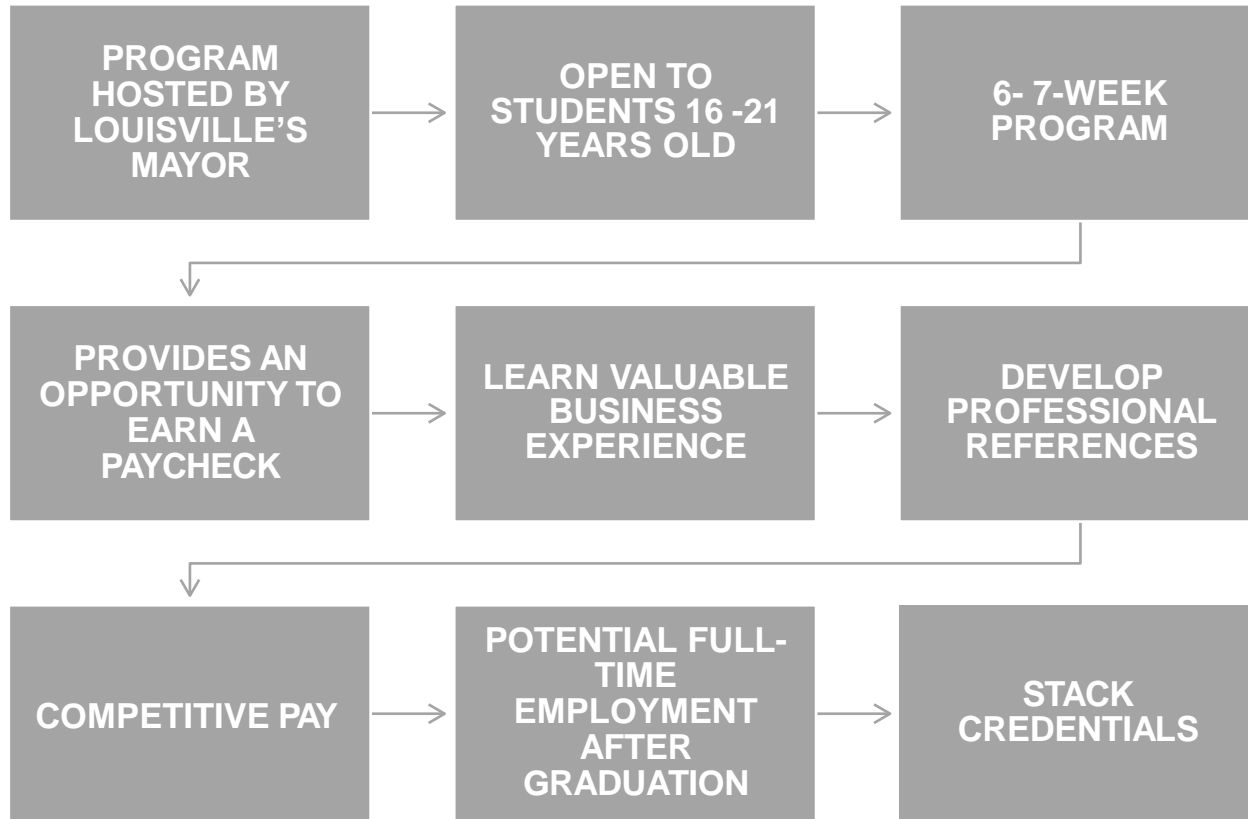


Pipeline Academy Internship Program

- For juniors and seniors in high school
- Academic year
- 1st semester rotate through the agency to gain an understanding of what MSD does
- 2nd semester works in a department of their choosing
- Works closely with a designated mentor
- Receives performance evaluations at the end of each semester
- Credit or pay based
- Students and parents sign a Memorandum of Understanding (MOU)



SummerWorks Internship Program



Real Talk Fridays

- Professional Development Days are every Friday
- Designed to strengthen MSD's talent pipeline
- Develops the youth and increases their job performance and workplace effectiveness



Performance

- Goal Setting
- Career Development
- Professional Development
- Emotional Intelligence



Image

- Communications
- Social Media Management
- Personal Brand
- Critical Thinking
- Decision-Making



Exposure

- Business Sophistication
- Financial Management
- Presentation Skills

Career Pathways

- College Co-Ops/Internships
- Pre-Apprenticeships
- Apprenticeships





Lessons Learned



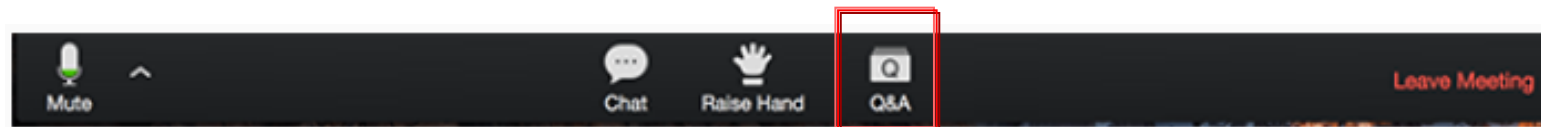
Together, the Community Benefits

Sharise Horne
Chief of Equity & Community Partnerships
sharise.horne@louisvillemsd.org



Q&A Session

Webinar slides and recording will be sent to registrants in the next week.



Closing Poll

On a scale of 1-10, with 10 being the best score and 1 being the worst, how would you rate today's webinar?

Thank you!

