We will start in a couple minutes.
Thank you.
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
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Webinar Logistics

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

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

Speakers:

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

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

March 21, 2023
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_zAmdyUpyQGGYpyORZCAMNg

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

Moderators:
- Jim Horne, U.S. EPA

Speakers:
- Sharise Horne, Chief of Equity & Community Partnerships, Louisville Metropolitan Sewer District (MSD)
- Julianne Jones, Senior Manager, Education and Training, InFLOW, Water Environment Federation (WEF)
Introducing Future Leaders to Opportunities in Water

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
Virtual Program

Week 1
Intro to Water, WEF, and InFLOW

Week 2
Water 101

Week 3
Career’s and Getting a Job in Water

Week 4
WEFTEC Preparation

Workbook for Week 1 & 2
September - October 2020
Beyond WEFTEC...
Scholar Successes
Hear from InFLOW Alums..
InFLOW at MAs

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

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

**Pacific Northwest WEA**
- Started in 2019.
- PNCWA’s InFLOW program is a combination of STEMpath and WLI.

**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.
Questions?

Julianne Jones
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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

- **Wastewater**: The collection, treatment and return of unpolluted wastewater to the waterways of the community
- **Stormwater**: Inland flooding management through environmental stewardship, regulatory compliance and educational opportunities
- **Flood Protection**: Protecting the community from flooding from the Ohio River
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
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
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

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

RENEWING THE WATER WORKFORCE
Improving water infrastructure and creating a pipeline to opportunity

JOSEPH KANE AND ADIE TOMER, JUNE 2018

AN EQUITABLE WATER FUTURE
Louisville

Making Water a Career of Choice
A Compendium of Water Workforce Case Studies from Across the Country
Originally Published January 2021 & Updated September 2022
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
Career Awareness

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

- Pipeline Academy (11\textsuperscript{th} - 12\textsuperscript{th} Graders)
- SummerWorks (10\textsuperscript{th} - College sophomores)
- River 2 River (8\textsuperscript{th} - 12\textsuperscript{th} 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

Program Hosted by Louisville's Mayor

Open to Students 16-21 Years Old

6-7-Week Program

Provides an Opportunity to Earn a Paycheck

Learn Valuable Business Experience

Develop Professional References

Competitive Pay

Potential Full-Time Employment After Graduation

Stack Credentials
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

- Don’t reinvent the wheel
- Collaboration is key
- Find Champion(s)
- Engage the Community
- Create Internal Buy-In
- Celebrate the wins
Together, the Community Benefits

Sharise Horne
Chief of Equity & Community Partnerships
sharise.horne@louisvillembsd.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!