



WEFMAX Charlottetown PEI Canada

Improving MAs through Leadership and Innovation

Thursday May 25, 2023

WELCOME!



WEF Message

Stephen Sanders, WEF Board of Trustee

Thursday May 25 2023

Format and Approach for the day

- WEFMAX Reimagined →
 - Maximize discussion
 - Focused topic
 - Provide documentation of next steps



Agenda For Today

- Introductions and Open Discussion
- Moderated Panel Discussions
 - MA Collaboration
 - WEF Collaboration
- Brainstorming Solutions
- Takeaway – Action Plans

Life Free of Water Challenges

WEF STRATEGIC PLAN



Our Core Values



Lead boldly with purpose and agility



Focus on our customers through **empathy and service**



Collaborate for collective impact



Integrate **Diversity, Equity, and Inclusion** in all we do

WEF Strategic Plan

Our Mission

Inspiring the water community in pursuit of human and environmental well-being

Our Vision

Life free of water challenges

Our Three-Year Outcome Statement

Amplify the stories of water to grow, strengthen, and diversify the water community

Our Strategic Goals

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

Goal 2: Cultivate a purpose-driven community to sustainably solve water challenges for all

Goal 3: Lead the transformation to the Circular Water Economy

Our Core Values

- + Lead boldly with purpose and agility
- + Focus on our customers through empathy and service
- + Collaborate for collective impact
- + Integrate Diversity, Equity, and Inclusion in all we do



Goal 1

Attract and develop a **diverse** and **passionate** water **workforce**

Goal 1 Strategies

1. Raise public awareness about the importance of water and the water workforce
2. Reduce barriers to workforce entry and retention
3. Provide extraordinary opportunities for connection, growth, and education
4. Cultivate strategic partnerships



Goal 2



Cultivate a purpose-driven **community** to **sustainably solve water challenges** for all

Goal 2 Strategies

1. Drive connection and collaboration for the development of innovative solutions
2. Deliver best-in-class member experience
3. Creatively develop and deliver content and programming

WEF Poll

Access Poll by:

Internet – PollEv.com/wefpoll

OR

Text – 22333 Send message: WEF POLL

BREAK

MA Leadership and Innovation Moderated Panel

Member Association Panel

- **WEASC Leadership Development** – Earl Sheppard (WEASC)
- **RMWEA Innovative Water Technology Committee** – Joe Tamburini (RMWEA)
- **Women in Leadership Roles** – Julie Stokes (ACWWA)
- **Leadership Retreat and Committee SOPs** – Ellen Frketic (CWEA)
- **YP Leadership and Mentoring** – Tim Ware (FWEA)



WEASC Leadership Development

Earl Sheppard (WEASC)

Workforce Development

- Aging workforce
- Retirees
- Licensing



Retention in the work place

- Why are people leaving the work place?



Recruitment in the Water industry

- How do we attract new people to the industry?

WATER TREATMENT PLANT OPERATORS

Total Positions	Current Need	1 year	2 years	5 years
408	76	60	79	142
	Cumulative	136	215	357
	% Vacancy	33%	53%	88%
		18.6%		

WATER DISTRIBUTION OPERATORS

Total Positions	Current Need	1 year	2 years	5 years
730	127	104	110	159
	Cumulative	231	341	500
	% Vacancy	32%	47%	68%
		17.4%		

WATEWATER TREATMENT PLANT OPERATORS

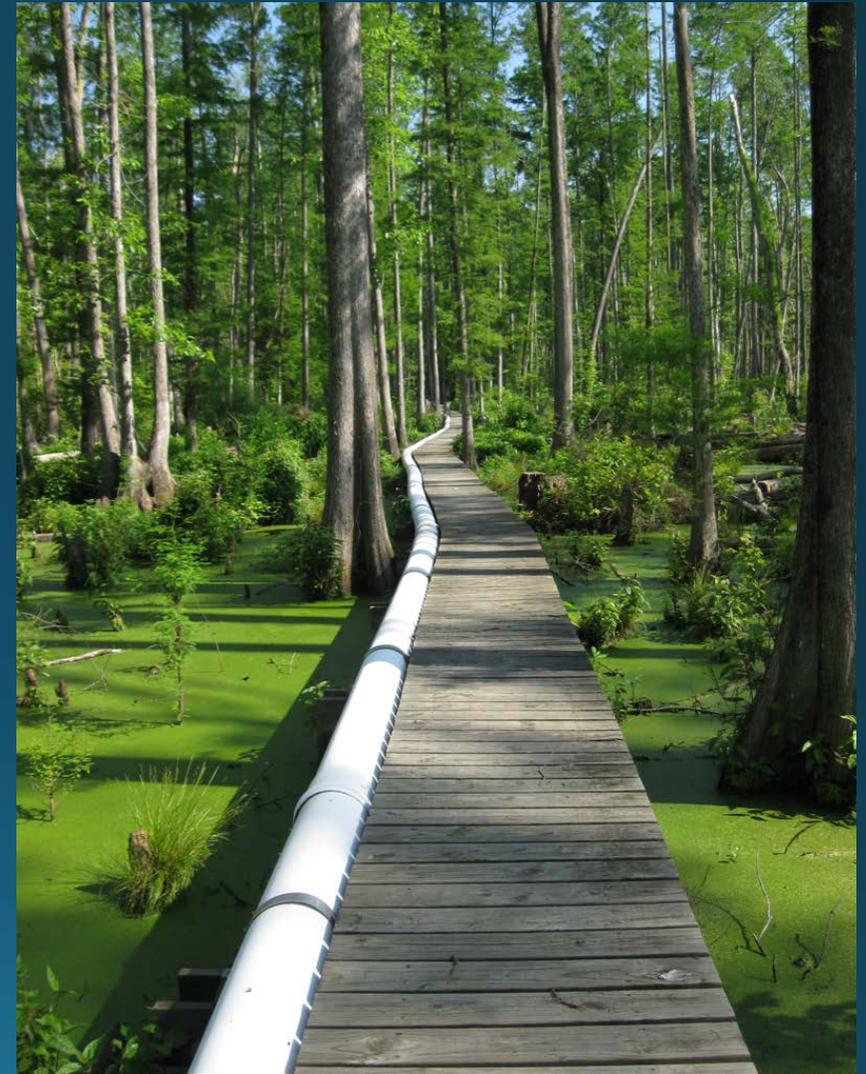
Total Positions	Current Need	1 year	2 years	5 years
377	84	100	72	97
	Cumulative	184	256	353
	% Vacancy	49%	68%	94%
		22.3%		

WATEWATER COLLECTION SYSTEM OPERATORS

Total Positions	Current Need	1 year	2 years	5 years
459	121	90	84	126
	Cumulative	211	295	421
	% Vacancy	46%	78%	112%
		26.4%		

The importance of environmental stewardship.

- Why we do what we do.
- Protecting the environment
- Future users
- This environment is all we have.



Fair compensation

- What is fair compensation?



THANK YOU FOR YOUR PARTICIPATION



RMWEA Innovative Water Technology

Joe Tamburini (RMWEA)



Rocky Mountain Water
Environment Association
Elevating Water Professionals



INNOVATIVE WATER

TECHNOLOGY COMMITTEE

Committee Basics

- Membership
 - Steering committee of 10-12 members
 - Mailing list of past events attendees
- Investigating new technologies
- Improvements to existing technologies
- Authoring articles for local publication
- Promoting innovation in water
 - Conference Shark Tank



Events



Webinars

- During COVID bi-monthly seminars
- Focused on a particular topic

In Person Seminars

- One or Two per year
- Theme-based
 - Carbon reduction
 - Hydrogen production
- 8 contact hours of Tus

Site Visits - tours

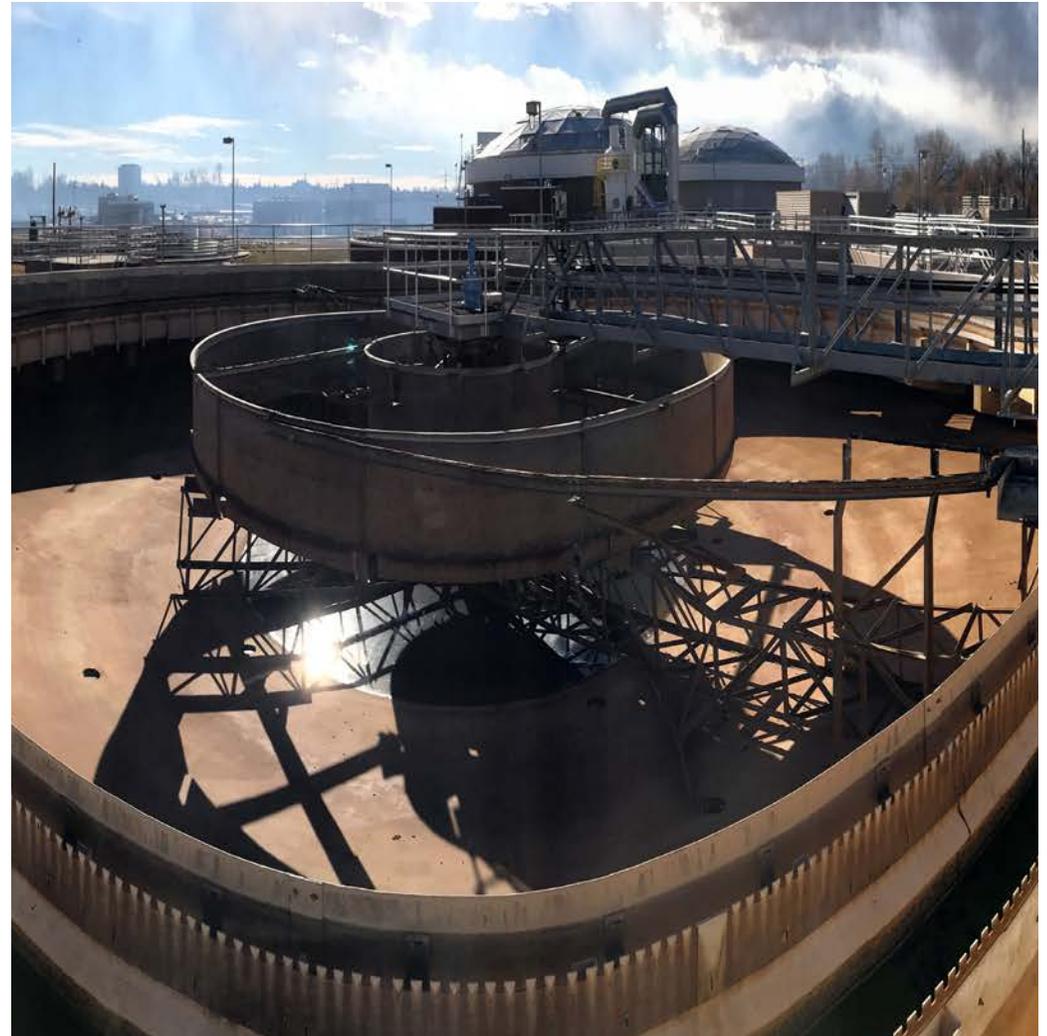
- One or Two per year
- Aqua Nereda installation
- Tertiary filtration



Membership Involvement

Ways the committee is engaged

- Topic brainstorming
- Company and topic research
- Speaker recruitment
- Event planning
- Publication authoring



Examples in Innovation

Investigating new technologies

- Super critical water oxidation – 374Water
- Algal biofilm - Gross Wen Technologies
- Pyrolysis of biosolids

Improvements to existing technologies

- Nutrient and by-products
- Energy management systems
 - Low DO
 - Battery technology
 - Peak energy shaving



Nutrient Recovery Solutions



Future Innovation

What's next?!

- Predictive analytics
- Digital twins
- PFAS regulations
 - Biosolids
 - Chasing sources
- Community health monitoring



Call to Action

What can we do?

- Promote the committee to attract interest from private ventures
- Technology presentations to the committee, not to individual WWTPs
- Support unsolicited research proposals
- Continue with WEFTEC Innovation Showcase



INNOVATIVE WATER
TECHNOLOGY COMMITTEE

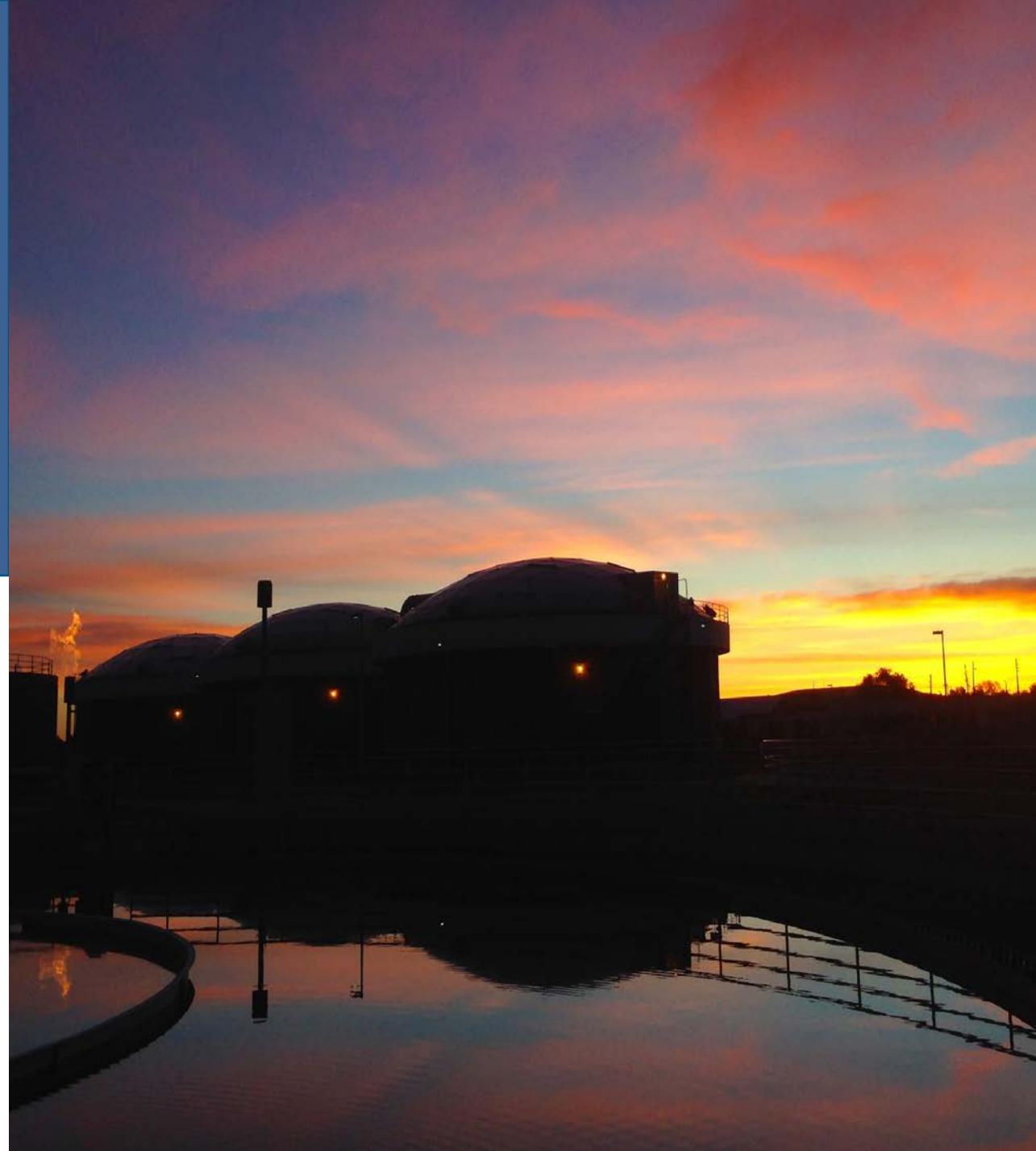


Rocky Mountain Water
Environment Association
Elevating Water Professionals

THANK YOU!



Rocky Mountain Water
Environment Association
Elevating Water Professionals





Women in Leadership Roles

Julie Stokes (ACWWA)



Leadership Retreat and Committee SOPs

Ellen Frketic, WEF Delegate



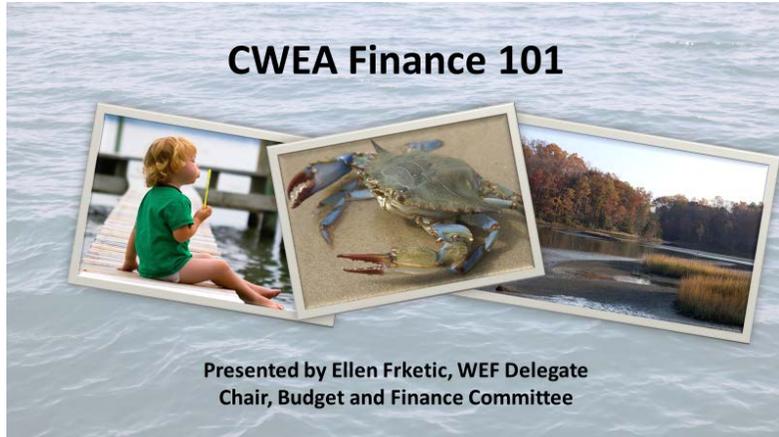
Chesapeake WEA Background

- Just under 800 Members
- Maryland, Delaware, and District of Columbia
- Approximately 30 Committees
- Seminars; Joint Conferences; Workshops; Webinars
- Annual Conference – Tri-Conference: 1,000+ Attendees; 120+ Technical Presentations; Vendors; Ops Challenge
- Board Member Elections and Appointment of Committee Chairs/Vice Chairs – Late August/Early September

Chesapeake WEA Leadership Retreat

- Started in 2016
- Held in Early Fall
- Was 1 Full Day Event; Virtual Since 2020
- Board Members and Committee Chairs/Vice Chairs
- Training on CWEA Procedures
- Varied Content Each Year





CWEA Finance 101

Presented by Ellen Frketic, WEF Delegate
Chair, Budget and Finance Committee



Standard Procedure Guide

- Branding Guides..... 2
- Webinar Checklist..... 3
- Seminar/Event Planning Information..... 4
- Ecoletter Submission Info 5
- Expense Submission Info 6
- Accessing Board Meeting Docs..... 7
- Social Networks..... 8
- Marketing & Promotion Process 9
- Acknowledgment..... 10

Contact Information

Traci Storm, CWEA Executive Manager
410-960-5514
www.ChesapeakeWEA.org

2022-2023 GOVERNING BOARD AND OFFICERS			
	Cece Nguyen President	Rebecca Winner-Skonovod President Elect	DE Trustee
	Clarence Beverhout Vice President	Ingrate Esau Vice President	MD Trustee
	Gary Moore Past President	Jessica Shiao Past President	DC Trustee
	Gian Cossa Secretary	Laura Jo Oakes Secretary	WEF Delegate
	Cheryl Paulin Treasurer	Ellen Frketic Treasurer	WEF Delegate
	Alan Will	Yvette Judge Treasurer	Utility Member Rep. CTA Representative
		Kraig Moodie	

CWEA COMMITTEE BUDGET WORKSHEET			
Date Prepared:			
Committee:			
Chair:			
Vice Chair:			
Trustee:			
COMMITTEE EXPENSES		REVENUES	
COMMITTEE MEETINGS		IN-PERSON EVENT - VENDORS	
Are you planning to hold monthly meetings?	Y/N	Do you plan to have vendors?	Y/N
If so, how many meetings do you plan to have?		How many vendors do you plan to have?	
Do you plan to incur costs for food or beverages?	N/A	How much will you charge per vendor?	
		TOTAL REVENUE FROM VENDORS	0
TOTAL MEETING COSTS	0		
WEBINARS		IN-PERSON EVENT - ATTENDEES	
Do you plan to hold webinars this year?	Y/N	Projected member attendees	
If so, how many?		Registration fee - members	
		Projected non-member attendees	
IN-PERSON EVENTS/SEMINARS		Registration fee - non-members	
Do you plan to hold any events/seminars this year?	Y/N	Projected student/government attendees	
If so, how many will you hold?		Registration fee - student/government	
How much do you plan to spend on the venue for:		TOTAL REVENUE FROM ATTENDEES	0
Room/Venue Rental			
Food			
Other costs (please list below)		IN-PERSON EVENT - ANY OTHER REVENUES? (list below)	
a.		a.	
b.		b.	
c.		c.	
TOTAL IN-PERSON EVENT COSTS	0	TOTAL IN-PERSON EVENT REVENUE	0
VIRTUAL EVENTS		VIRTUAL EVENTS	
Do you plan to hold any virtual events/seminars?	Y/N	Do you plan to charge for your virtual events?	Y/N
If so, how many will you hold?		How much per attendee?	
How many days per event?		How many attendees?	
Cost of special programs		How many events?	
TOTAL COST VIRTUAL EVENTS	0	ANTICIPATED REVENUE VIRTUAL EVENTS	0
TOTAL EXPENSES	0	TOTAL REVENUE	0
		Preferred Revenue = 25%	0

Instructions:
 1. Enter information only in the colored boxes.
 2. Except for a few committees, the revenue should always exceed the expenses!!
 3. When in doubt, just ask for help!
 Ellen Frketic: efrketic@memv.com 443-223-0080 or 443-896-8376
 Laura Oakes: loakes@eaeast.com
 Alan Will: AWill@jmt.com

Planning and Holding

A Committee Event

CWEA Branding Guidelines

CWEA branded elements should be used at all times, including:

- Logo
- Fonts
- Colors
- Styles
- Facebook Handle
- Domain Name/URL



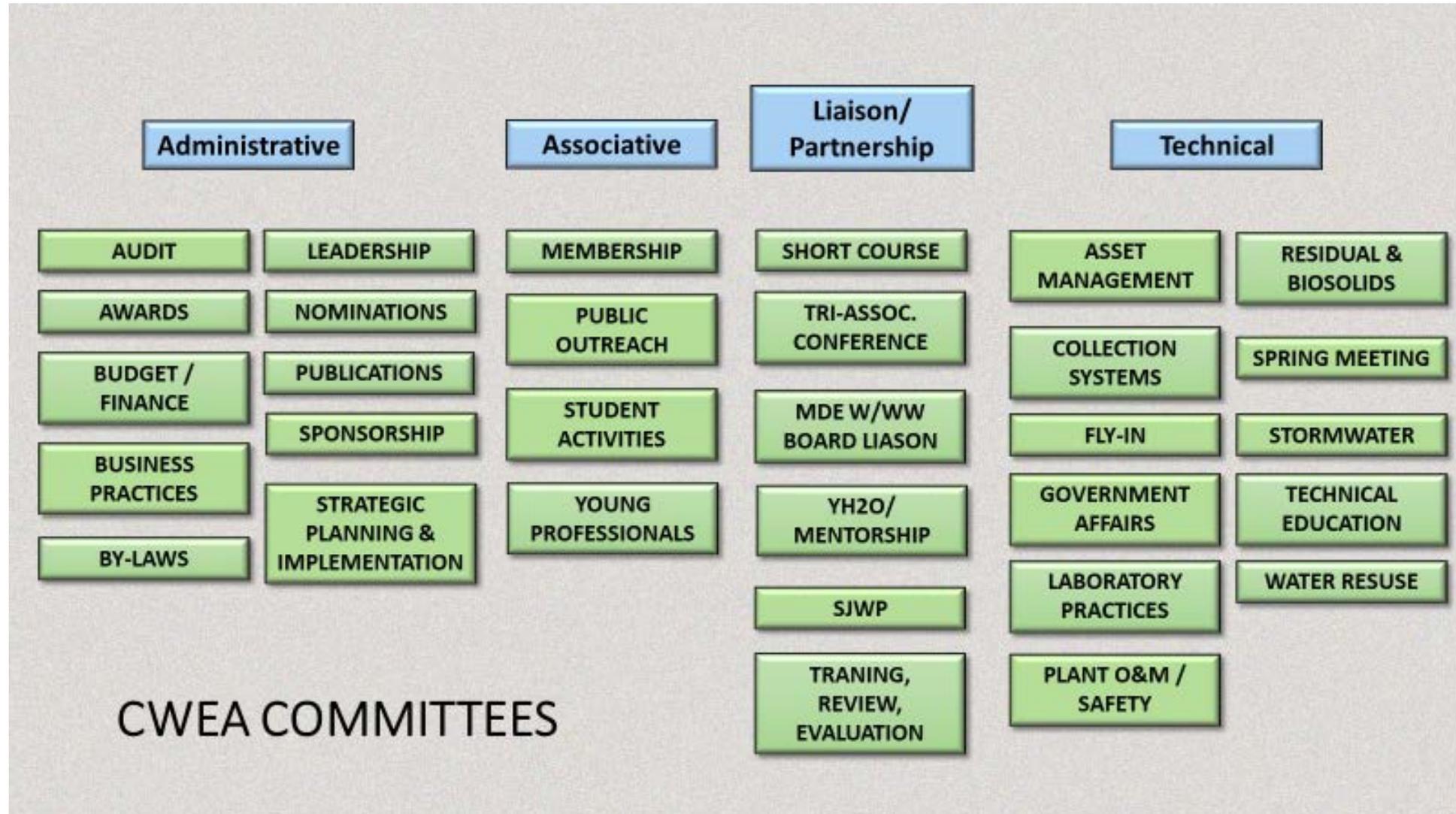
Branded Template is Available for Download:
tinyurl.com/CWEA-template

Chesapeake WEA Standard Operating Procedures

4 Different Committee Classifications

COMMITTEE CATEGORIES			
Administrative Committees	Associative Committees	Technical Committees	Liaison Committees
Committees responsible for the general operations, financial responsibilities, organization, marketing, plans for maintenance and growth, and all related administrative functions of the association.	Committees responsible for creating and maintaining engagement with the association's membership, while pursuing objectives to increase membership.	Committees responsible for creating continuing education events, relating to their specific industry, for the purpose of offering benefits to membership and opportunities to earn PDH/CEU credits.	Committees responsible for collaborating with other associations/organizations to create continuing education opportunities or offer participation in events being offered by other organizations.
Audit, Awards, Budget & Finance, Business Practices, Bylaws, Nominations, Publications, Sponsorship, Strategic Planning & Implementation	Membership, Public Communications & Outreach, Student Activities, Young Professionals	Asset Management, Collection Systems, Fly-In, Government Affairs, Laboratory Practices, Plant Operations, Maintenance, & Safety, Residuals & Biosolids Management, Spring Meeting, Stormwater, Technical Education, Water Reuse	CWEA Short Course, CWEA Tri-Association Conference, MDE W/WW Board Liaison, Mentorship, Stockholm Junior Water Prize, Training, Review, & Evaluation

Chesapeake WEA Standard Operating Procedures



CHESAPEAKE WATER ENVIRONMENT ASSOCIATION (CWEA)

Committee Standard Operating Procedures (SOP)

COMMITTEE NAME:	Technical Committees
DESCRIPTION:	Committees responsible for creating continuing education events, relating to their specific industry, for the purpose of offering membership benefits and opportunities to earn PDH/CEU credits.
OBJECTIVES:	To offer continuing education opportunities and membership benefits.
TECHNICAL COMMITTEES:	Asset Management, Collection Systems, Fly-In, Government Affairs, Laboratory Practices, Plant Operations, Maintenance, & Safety, Residuals & Biosolids Management, Spring Meeting, Stormwater, Technical Education, Water Reuse
TIME COMMITMENT:	
DUTIES:	Duties are committee specific. Please see detailed descriptions.
PROCEDURES:	Procedures are committee specific. Please see detailed descriptions.
MEMBERSHIP:	Committee Chairs, Co-Chairs, and Vice-Chairs MUST be current CWEA/WEF members and keep their membership current for the duration of their committee service.
CHAIR SELECTION:	Committee Chair/Co-Chairs shall be appointed and/or approved by the Association's President in accordance with the Association's Bylaws. The Committee Chair will select a Vice-Chair and obtain approval by the President.
LENGTH OF SERVICE:	
TIME COMMITMENT:	
COMMITTEE MEMBERS:	Committee Chair/Co-Chairs will select committee members as needed per the specific committee responsibilities. Committee members for the Technical Committees are not required to be members but membership should be encouraged.
COMMITTEE MEETINGS:	Committee Chair/Co-Chairs are responsible for planning, holding, and leading monthly committee meetings. Minutes should be taken and posted in the website committee folder. Committee Chair/Co-Chair may select a secretary to be responsible for taking the minutes.

BOARD MEETINGS:	Must submit a Board Meeting Report to their Board Liaison and the Association's Administrator bi-monthly.
BUDGET:	Committee Chair/Co-Chair will be required to submit a budget to the Budget & Finance Chair in January of each year, which will be revised or approved by a CWEA Board vote. Due to the current situation, large expenditures (trips, awards, events, etc.) over \$\$ limit should be presented to the CWEA President for approval prior to planning.
ECOLETTER ARTICLE SUBMISSION:	Ecoletter submissions should be created after every event or a summary of monthly activities, if the committee has been active.
WEBINAR PLANNING/PRESENTATION:	Committee Chair/Co-Chair must plan for and coordinate at least one webinar per year, coordinating with the Technical Education committee and Association's Administrator.
EVENT PLANNING/PRESENTATION:	Committee Chair/Co-Chair should plan at least one yearly event or required specific events per guidelines given in the detailed Committee Descriptions.
MAINTAIN WEBSITE COMMITTEE FOLDER:	Committee Chair/Co-Chair must maintain website committee folder with all documentation that is created for committee responsibilities, events, articles, procedures, etc.
ADMINISTRATOR SUBMISSIONS:	Committee Chair/Co-Chair must inform the Association's Administrator of any event dates or activities through email or the CWEA Event Planner Form. Committee Chair/Co-Chair must email the CWEA Board Report Form to the Administrator bi-monthly.
LEADERSHIP RETREAT:	Committee Chair/Co-Chair is required to attend the Leadership Retreat.
COLLABORATION WITH OUTSIDE ASSOCIATIONS:	Committee Chair/Co-Chair MUST not agree to or sign any agreement, contract, or otherwise with any other association, vendor, or establishment without presenting the agreement/contract to the CWEA Board for approval.
DATE:	
	REVISION DATE



YP Leaders and Mentoring

Tim Ware (FWEA)

FWEA – YP Leadership & Mentoring

- Presenter: Tim Ware
 - Currently Director at Large for FWEA
 - Past FWEA WEF Delegate 2019 – 2022
- Areas of Engagement
 - Committee Engagement
 - Student Chapters
 - Student Design
 - Conference Engagement
 - Industry Engagement



S&YP Committee

- S&YP Newsletter
- Active in Specialty Committees
- YP of the Year
- Annual Sponsors

WINTER 2022 Edition

S&YP News



FWEA
Students and Young Professionals Committee

FWEA Students and Young Professionals Newsletter

Thank you to the SYPC Sponsors!

GOLD LEVEL



SILVER LEVEL



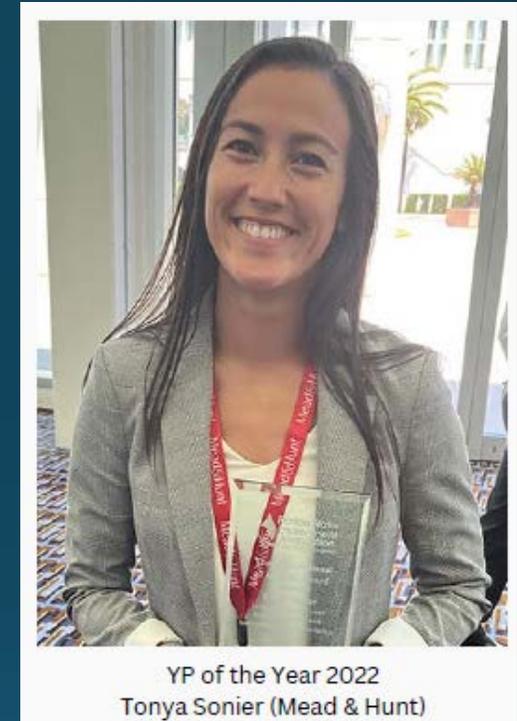
BRONZE LEVEL



In This Issue

- Message from the Chair
- SYP Committee Members
- Central Chapter News
- New Internship Program
- 2022 WEFTEC Highlights
 - WEFTEC Service Project
 - FGCU SDC Team
 - USF SDC Team
- 2023 FWRC
- YP of the Year Nominations
- Sponsorship Sign Up
- Upcoming Events

Looking to get involved?



YP of the Year 2022
Tonya Sonier (Mead & Hunt)

Student Chapters

- Student Chapters / Local Chapter Representative
 - Florida Atlantic University
 - University of Florida
 - University of South Florida
 - Florida International University
 - University of Miami
 - FAMU/FSU
 - University of Central Florida
 - University of North Florida
 - Florida Gulf Coast University



Student Design Competition

- 27 placed finishes
 - 11 - 1st Place
 - 7 - 2nd Place
 - 4 - 3rd Place
 - 5 - 4th Place
- 7 Different Schools
 - University of South Florida
 - University of Florida
 - University of Central Florida
 - University of Miami
 - University of North Florida
 - Florida Gulf Coast University

Florida Gulf Coast University at WEFTEC 2022



FGCU Team Members (from left to right)

Alexis Scheele, Brendan Zwiefel, and Kaylei Kambak

University of South Florida at WEFTEC 2022



USF Team Members (from left to right)

Anwar Alsharaf, Shelby Rocha, Jada Williams, Barbara Martinez, and Vanessa Adame

FWRC Events



YOUNG PROFESSIONALS WORKSHOP

Registration: \$45
Students: \$15
Lunch Included

[Register here](#)

SPEAKERS



ALVIN PILOBELLO
Leadership Coach
Mindspace Impact



MELISSA POMAES
Senior Vice President
Arcadis

TAP INTO YOUR SELF AWARENESS

discover your personality style with acclaimed leadership coach, Alvin Pilobello, and learn how to optimally interact with other professionals

DIVE INTO LEADERSHIP

listen to Melissa Pomaes' insights and experiences which will provide valuable guidance on how to develop key skills and achieve professional growth in the water industry

ALL HANDS ON DECK - YP PANEL

hear from a variety of YPs from industry fields such as regulatory compliance, construction, consulting, utility management, and equipment supply

ORGANIZATION INSIGHTS







Florida Water Resources Conference
FWRC
FWEA • FWPCOA • FSAWWA

JUNE | 3rd | 2023 | 7:30AM - 1:00PM

Florida Water Resources Conference



FWEA • FWPCOA • FSAWWA

S&YP EVENTS

FRIDAY

FWEA S&YP Committee Meeting

Interested in joining the S&YP Committee? Come and meet the members!

JUNE
2
11 AM - 12 PM

SATURDAY

Poster Competition

The FSAWWA and FWEA poster competition will feature research and projects from students and YPs around the state.

JUNE
2
1:30 - 2:30 PM

YP Reception

Join young professionals for food, drink, and games.

JUNE
2
5 PM - 7 PM

FWEA and FSAWWA YP Workshop

Learn from professional speakers, listen to industry leaders, engage with a YP panel, and more!

JUNE
3
7:30 AM - 1 PM

FWEA Student Design Competition

Watch university teams compete and present their design problem and solutions.

JUNE
3
1 PM - 4 PM

Industry Engagement

- Mentoring Program
- FWEA Internship Program



https://www.fwea.org/internship_program.php

THANK YOU FOR YOUR PARTICIPATION

HOD Nominating Committee Update

Bill Davis



HOD Nominating Committee

Nominating Committee Responsibilities

- Speaker Elect
- Delegate-at-Large (4)
- 4 Committees / 1 Subcommittee
 - Diversity, Equity, and Inclusion (DE&I)
 - Budget
 - WEFMAX
 - Nominating
 - WEF Nominating Subcommittee



Speaker-Elect

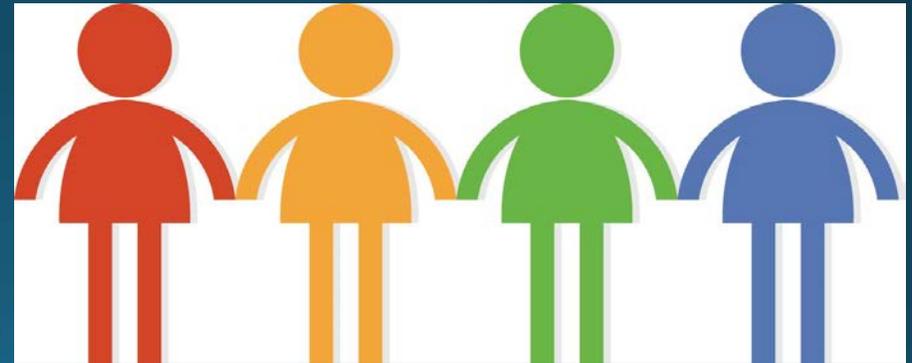
- Entering or completing at least 2 years serving as a Delegate
- One year term
- Duties
 - Assist the Speaker of the House
 - Member of HOD Steering Committee, Nominating Committee, and Budget Committee
 - Attend 1 WEFMAX meeting
 - Serve as the House liaison to the Committee Leadership Council

Delegate-at-Large

- 4 selected each year
- 3-year term
- Represent an underrepresented demographic group in the HOD

Examples include:

- Age
- Profession
- Race
- Ethnicity
- Gender



HOD Committees

- Budget (7)
- Nominating (7)
- Diversity, Equity, and Inclusion (8)
- Steering (15)
- WEFMAX (7)



HOD Budget Committee

- Comprised of Speaker-Elect and 6 Delegates
- Review the budget development process with the WEF Treasurer, finance staff, and CLC Leadership
- Manage the MA Grant Program



HOD Nominating Committee

- Comprised of Speaker –Elect and 6 Delegates
- Receive and review nominations for each of the 4 HOD Committees
- Receive and review nominations for WEF Nominating Subcommittee (1 each year; 2-year staggered term)
- Assist with appointments of BOT Audit Committees (Chair & Vice Chair of HOD Budget Committee)

HOD Diversity, Equity, and Inclusion Committee

- Comprised of Speaker –Elect and 7 Delegates
- Provide DE&I messaging to MA leadership
- Foster a sense of belonging among all members of the water sector
- Develop social media guidance targeted towards underrepresented and underserved populations to create interest in water profession careers.
- Facilitate quarterly DE&I networking calls with MAs



HOD Steering Committee

- Comprised of Speaker of the House, Speaker-Elect, Immediate Past Speaker, HOD Workgroup chairs and HOD Committee chairs
- Advise the BOT on issues of strategic direction and public policy development
- Review and provide input on information received from committees and workgroups



WEFMAX Committee

- Comprised of the Speaker of the House, Speaker-Elect, and 5 Delegates
- Plan at least 3 years beyond the current year to identify MAs to host WEFMAX meetings
- Consider schedule, format, and content of WEFMAX meetings

Lunch

- Change tables
- Find your assigned mentor/mentee

WEF Topics

WEF Panel

- **WEF Leadership and Innovation** – Stephen Sanders (WEF)
- **DE&I Network Call** – Donnell Duncan (HOD Speaker)
- **Emerging Leaders Workgroup: WEF Leadership Path**– Bill Davis (WEASC)
- **Leadership Development for YPs** – Ama Richardson (WEF)
- **Leadership in WEF** – Janet Cann (WEF)



WEF Leadership and Innovation

Stephen Sanders (WEF BOT)



DE&I Networking Call

Donnell Duncan (WEF HOD)



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?

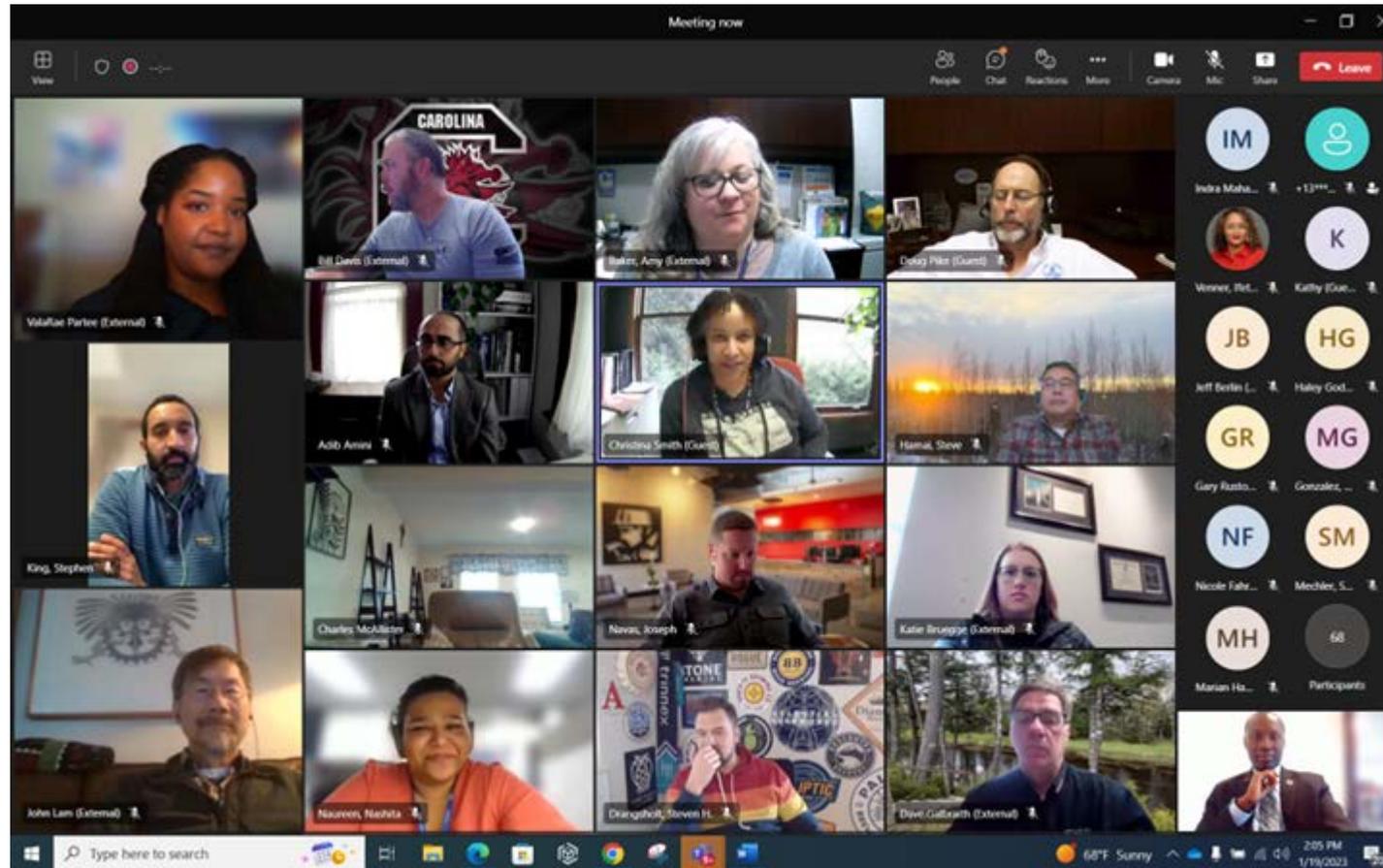
DE&I leaders, representatives and interested parties from WEF MAs.

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

50-90+ Participants



Live Polls/Discussion

Meeting now

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

Respond at PollEv.com/valarae

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

Top

- 1 | 1 | Finding a champion
- 1 | 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)

IM 73
Indra Maha... Participants

Type here to search 67°F Sunny 2:00 PM 1/19/2023

MA Sharing

Meeting now

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

File Edit View Window Help

Home Tools DE and I Committee... Sign In

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

Find your main file

- Create PDF
- Edit PDF
- Export PDF
- Comment
- Organize Pages
- Enhance Scans
- Protect
- Fill & Sign
- Prepare Form
- More Tools

Show and share files in the Document Cloud

12 Participants

1:52 PM 1/19/2023

MA DE&I Toolkit

The screenshot shows a Zoom meeting interface. The main content is a presentation slide titled "MA DE&I Toolkit" with the following sections:

- TAKE THE JOURNEY**
- SPEAK WITH SOMEONE IN THE END!**
This slide also includes a list of contacts for Water Environment Federation (WEF) Community Equity and Inclusion (CEI) team, including names like "Contact for Water Environment Federation (WEF) Community Equity and Inclusion (CEI) team" and "They have knowledge and experience that will help you to address your goals, needs, and wish-list on diverse teams."
- UNDERSTANDING YOUR NEEDS**
This slide includes a checklist for each step, such as "Checklist a 90-minute meeting for discussion with your Board/Committee" and "Conduct the 90-minute included team".
- DESIGN AND IMPLEMENT YOUR PROGRAM**
This slide includes a checklist for each step, such as "Follow this checklist to cover each step" and "Checklist a 90-minute meeting for discussion with your Board/Committee".
- THE TOOLS**
This slide includes a list of tools and resources, such as "Tool No. 1: Exploring and Defining DE&I for your Member Association" and "Tool No. 2: Survey for your Member Association".

The Zoom interface shows a grid of participants on the right, a toolbar at the top with options like "Request control", "Pop out", "People", "Chat", "Reactions", "More", "Camera", "Mic", "Share", and "Leave". The bottom of the screen shows the Windows taskbar with the search bar, taskbar icons, and system tray showing the time as 1:27 PM on 1/19/2023.

Get Involved

- Next call: July (TBD)
- Join the CommUNITY: “MA DE&I Networking Group”



MA DE&I Network Call

WEF House of Delegates





Emerging Leader Workgroup WEF Leadership Path

Bill Davis (WEF HOD)



Leadership Development

Ama Richardson (WEF Staff)



**WEF Students and Young
Professionals
Community (SYPC):
Leadership Development for YPs**

Ama Richardson
WEF
Sr. Manager
Association Engagement (Young Professionals)
arichardson@wef.org

AGENDA

SYPC Overview

WEFYP Programs

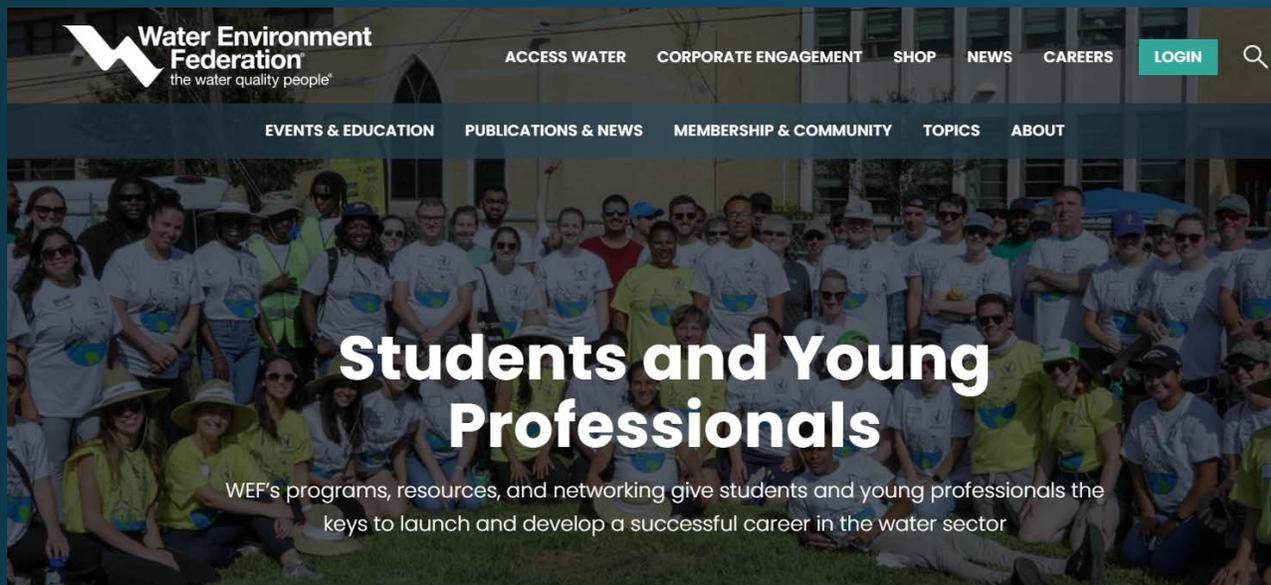
YP Program Overview

Testimonials

SYPC Mission

The mission of WEF's Students and Young Professionals Community (SYPC) is to encourage and facilitate student and young professional involvement in WEF and Member Associations through professional development and leadership opportunities. The SYPC is made up of students, young professionals, academics, and water quality professionals.





- ❖ [COMMUNITY SERVICE PROJECT](#)
- ❖ [STUDENT DESIGN COMPETITION](#)
- ❖ [YP SUMMIT](#)
- ❖ [SPRINGBOARD](#)
- ❖ [MENTORSHIP PROGRAM](#)
- ❖ [WATER PALOOZA](#)
- ❖ [STOCKHOLM JUNIOR WATER PRIZE](#)

YP Programs

OVERVIEW OF YP PROGRAMS

- [WEFTEC Community Service Project](#)- A community service project held the Saturday before WEFTEC. **Volunteer opportunities** include helping plan/organize the event, secure sponsorships to fund the event, and volunteering the day of the event.
- [Water Palooza](#) - Water Palooza is an environmental/water awareness fair that provides education to a local K-12 school in the WEFTEC area. Volunteers set up booths depicting all aspects of water quality/conservation and spend the day teaching students about their passion for water. **Volunteer opportunities** include helping plan the event logistics, recruiting volunteers for the various booths, and running the event on the day of.
- [Student Design Competition](#) - The Student Design Competition (SDC) provides student teams from Member Associations (MAs) around the Federation an opportunity to gain real-world design experience by producing a written and verbal design solution. **Volunteer opportunities** include day-of event coordination, coordination of judging process and logistics, and raising awareness of the competition to increase participation and elevate its status in the water industry.
- [Stockholm Junior Water Prize](#) - The U.S. Stockholm Junior Water Prize (SJWP) is the world's most prestigious award presented to a high school student for a water-research project. **Volunteer opportunities** include serving as a coach (i.e., event guide) for the finalists during the three-day event or as a judge for the national competition onsite—scholarships are available for both opportunities!

2022 WEF Community Service Project at St. Augustine High School in New Orleans, Louisiana



2022 SJWP WINNER

Annabelle M. Rayson

Rayson wins Stockholm Junior Water Prize 2022. Annabelle M. Rayson from Canada receives the prestigious 2022 Stockholm Junior Water Prize for her research on how to treat and prevent harmful algae blooms.



Stockholm International Water Institute

<https://siwi.org> › latest › canadian-annabelle-m-rayson-w... ⋮

OVERVIEW OF YP PROGRAMS

- [Springboard Program](#) - This program increases opportunities for Young Professional WEF members to become involved in WEF, with emphasis on the **integration of YPs into the WEF technical committees and the WEFTEC Program Committee** at the WEF Winter Meeting. The WEF YP Springboard Program provides travel expense assistance for the selected YPs to attend the Winter Meeting.
- [Mentorship Program](#) - This program aims to connect and facilitate fruitful relationships between mentors and mentees through regular check-ins, surveys, and feedback mechanisms to ensure both participants are thriving and learning from each other. The program provides rising WEF members with **an avenue to connect with leaders outside their own organization to discuss growth in both career and personal development.**
- [YP Summit](#) - The WEF/AWWA YP Summit is a **joint leadership conference** held in conjunction with the Utility Management Conference (UMC). Young Professionals in the water and wastewater industry from across North America and Canada attend this annual event. **Volunteer opportunities** include helping plan, organize, secure sponsorships for, and execute the event.

2023 WEF Emerging Young Professionals Leadership (EYPL) Workshop at the YP Summit in Sacramento, California



Community Service Project:

"In my opinion, the Service Project is the **most rewarding event** that takes place at WEFTEC due to the **positive impact** we have on the host community. Personally, I am very passionate about not-for-profit work so joining, and eventually **leading the Service Project**, was always a personal goal."

"The Service Projects, to me, are beautiful opportunities to touch the fabric of the WEFTEC host communities and **effect meaningful, positive change** and, even more, create ripple effects of change through the **collective involvement** in the events by all of the projects' **hundreds of volunteers**--both from WEF and from the host communities themselves."

Length of involvement at WEF and why:

"I have been involved with the Water Environment Federation **since 2018** when I **competed in the Student Design Competition as a student at WEFTEC.**"

"I've been involved at WEF **a little over a year now** [...] WEF **connected me** to many fellow, aspiring young professionals and future leaders as well as to **experienced mentors**, [I've since been able to help organize] national and local **Water Palooza** events, [get] a sneak-peak of how **WEFTEC** is organized [via the **Springboard Program**], and [participate] at the **YP Summit** to hear how young professionals are influencing the industry [...]."

"I have been involved with WEF **since 2019**. Being a part of WEF has given me the opportunity to have **leadership opportunities** right from the start of my career and to build **an amazing network of peers** who are all striving to ensure our water sources are protected now and in the future."

YP Leader Testimonials

THANK YOU!



Leadership in WEF

Janet Cann (WEF BOT)

THANK YOU FOR YOUR PARTICIPATION

BREAK

Brainstorming Solutions

Call to Action :

Next Steps – Action Plan



Day 1

Wrap - Up