



Workforce Diversity

NEWEA Spring Conference

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June 4, 2019

Diversity in the Water Industry Statistics



- 30-50% of existing **Water Industry employees** may retire in the next 10 years
- **Water and Wastewater Operator** positions have relatively low barriers to entry... approximately 75% do not require college degree, and Level II operator certifications can be completed in less than a year
- **49% of all workers** in New England **are male** (50.8% in U.S.).
- **Water and wastewater treatment operator** positions are nearly exclusively **held by men** (94.5%, nationally and 95.4% in New England)
- **Engineers...** 87% **male** for both, USA and in New England
- **Water and wastewater utility sector** is 80.3% **male** in New England (75.9% in the U.S.) and the **engineering services sector** is 71.3% male in New England (72.1% in the U.S.)
- One in four **Water and Wastewater Operators** across the U.S. are **non-white**, 11.5% in New England
- **Among engineers**, fewer than 12.5% of the jobs in New England held by **people of color**
- **Water and Wastewater Utility** sector is 90.3% **white** in New England (USA is 76.2%)



NEWWIN

NEW ENGLAND WATER INNOVATION NETWORK

NEWIN - Women in Water Innovation Initiative



Initiative launched in 2017...

Diversity session at Symposium for Water Innovation in Massachusetts

Grant to NEWIN from Horne Foundation to support Education in the Water Sector

NEWIN Water Pitch Day collaboration with the Chica Project

Collaborating with Women Water Nexus at ASCE EWRI performed survey about barrier for women in the water

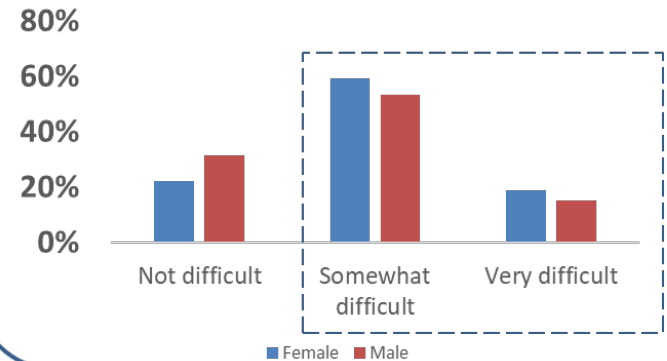
Ongoing- Building collaboration with other organization such as NEWIEE, 500 Women in Science

Women Water Nexus at ASCE EWRI survey

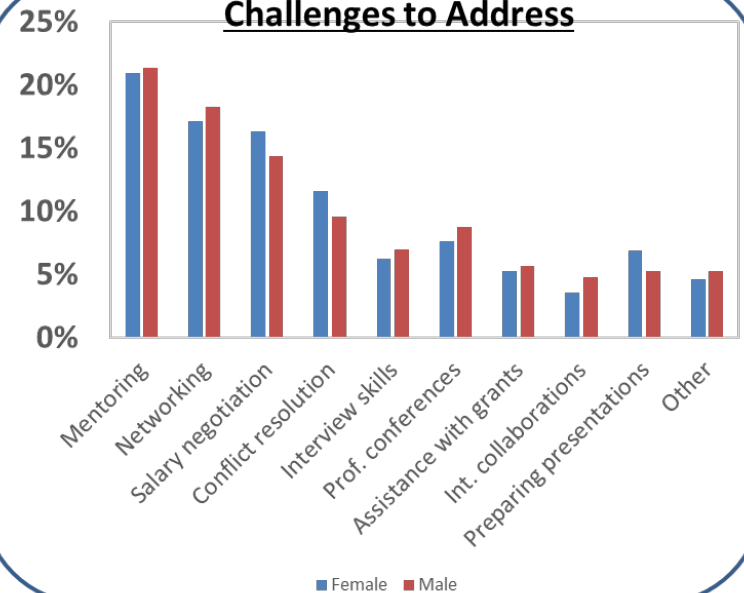
PRELIMINARY RESULTS EXPLORATORY SURVEY

- 508 respondents, 20 questions, USA survey only
- **76% female respondents**
- 75% between 25 and 60 years of age
- 30% of women believe their **career progressed slower** than other colleagues, 40% believe it was the **same**, and 15% believe it was **faster**
- **80%** of the women believe that it has been **somewhat or very difficult** to find opportunities for promotion (dotted square)
- **Mentoring, Networking, and Salary Negotiations** are the top 3 challenges in the water industry for male and female

Finding opportunity for Promotions



Challenges to Address





chicaTM
project

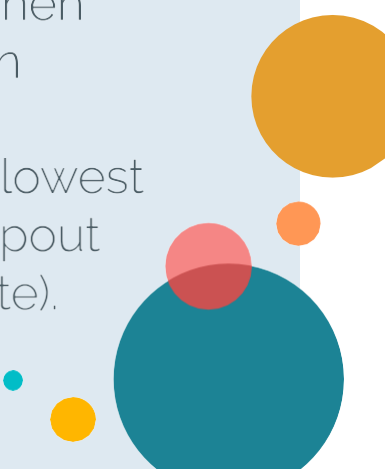


Who Are We?

Our mission is to close the opportunity divide for Latinas and other Women of Color by empowering them with the skills, confidence, and network necessary to thrive personally and professionally.



Why We Are Needed?

- In **MA**, Latino households median income is just \$39,742 a year in comparison to a \$82,029 figure for white families— the largest gap in the country (Boston Globe, 2018).
 - In **Lawrence**, the higher education rate for Latinos is just 7%, which leads to just 11% of Latinos in the city working in the higher wage/higher-skilled jobs and a \$34,000 median income gap when compared with white city residents (Gaston Institute).
 - In **Lynn**, “Latino students in Lynn have the lowest graduation rate at 71% and the highest dropout rate of 16%.” (Umass-Boston Gaston Institute).
- 



How Do We Do It?

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Chica Project connects young Latinas and Women of Color with a network of accomplished multicultural women professionals. We offer programming in four core components:

1. **Mentoring**
 2. **Leadership Development**
 3. **Career Exploration and Network Development**
 4. **Civic Engagement and Community Service**
- 

Empowerment Institute

Curriculum Modules

Module 1: Power of Me

Goal: Acknowledging our multiple identities (cultural, gender, sexual-orientation, class, family member, etc.), recognizing our implicit and explicit biases, and its influence on the perspective we have about ourselves and others.

Sample Curriculum: Self-Identity, Culture, Gender, Sexual, Family, Socio-economic status, Self-Empowerment, etc.

*Group mentoring setting

Sessions: 1-7

Module 2: Power of My Freedoms

Goal: For participants to start to develop a post-high school plan. Participants will be able to identify the necessary tools to achieve self-sufficiency.

Sample Curriculum: Financial Freedom, Career and College Exploration, Self-care Freedom, Life Skills, and Professional and Leadership Development.

*Group mentoring setting

Sessions: 1-8

Module 3: Power of Service

Goal: Participants will be able to use project-based learning to develop, manage and execute a service project that connects all modules.

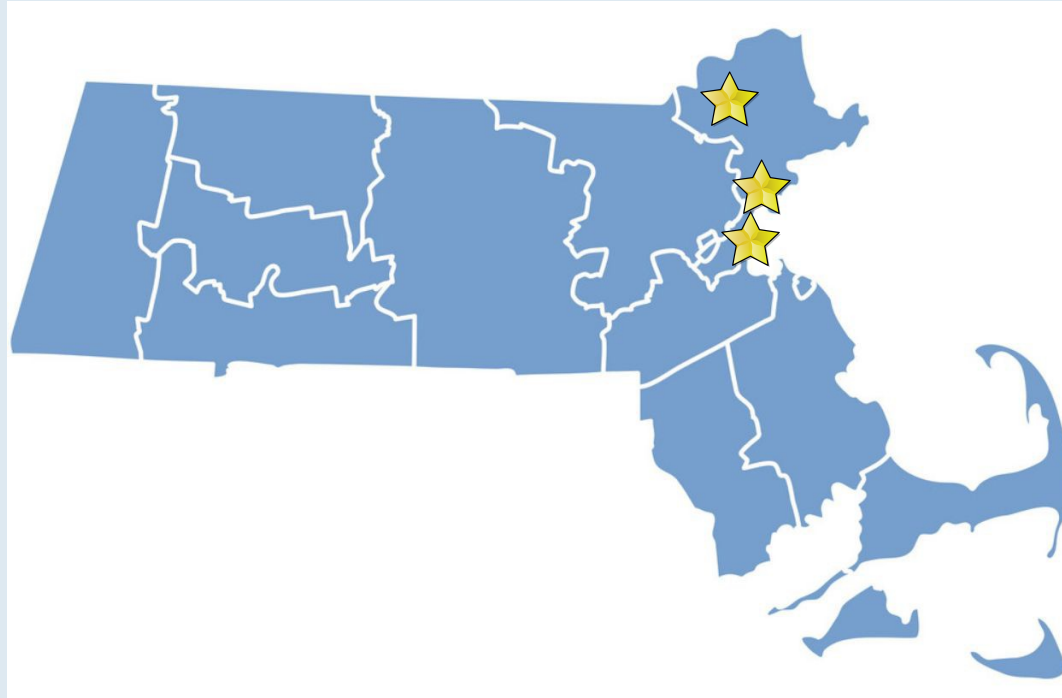
Sample Curriculum: Advocacy, Entrepreneurship, and Presentation Skills, and Social-Impact Project.

UWander & Service Project.

*Group mentoring setting

Sessions: 1-8

Where Are We?



Our Impact

Chica Project provides greater access to higher education, career opportunities, social capital, for our young Latinas and Girls of Color.

- **Since inception, 99% of Chica Project participants have graduated from high school**
- **In 2017, 95% (19 of 20) of our Senior girls went on to college**

Our Impact

[Check out Michelle Obama tweeting about us going to her book tour event!](#)

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Michelle Obama ✓

@MichelleObama

Follow



You all amaze me! See you in Boston on November 24th! [#IAmBecoming](#)



Chica Project @Chica_Project

Thank you @MichelleObama for inviting us to your #IAmBecoming Boston book tour event next month! It's an honor to be able to hear you talk about the moments in your life that shaped you into such an amazing woman. Your leadership is empowering. ...

Show this thread

5:57 PM - 25 Oct 2018

576 Retweets 4,155 Likes



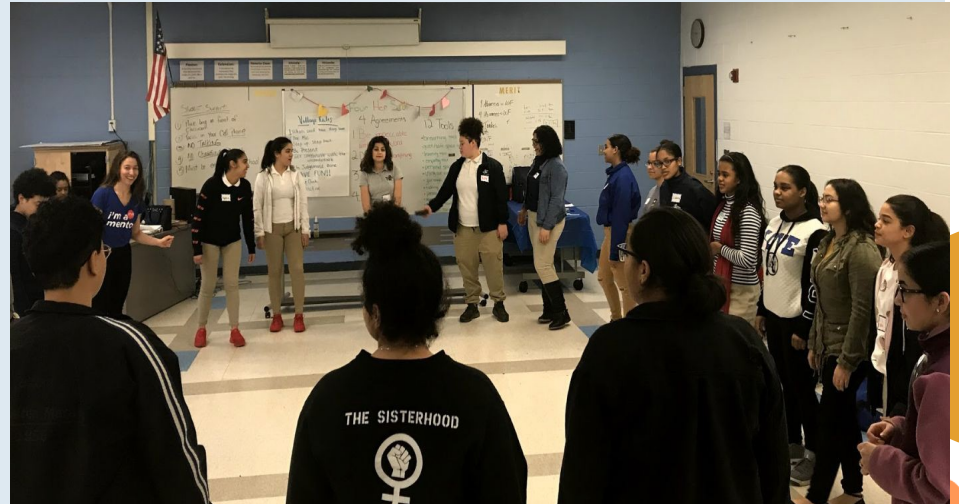
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576

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The Empowerment Institute(EI) @ Lawrence High School



Queens Rise (QR)



Civic Engagement



NEWIN Event





Aissata Barry, Senior at KIPP Academy Lynn Collegiate (KALC), *First Year Participant* 13

This event was a great way for me to learn about how the water industry runs throughout New England. The mentors present talked about how they find solutions; addressing challenges such as recycling, and recovery of water resources. I've witnessed the amount of determination and hard work used to make sure that people like myself can drink clean tap water, use bathroom, and have access to hot water. The mentors not only use their talents to take care of the environment, but they also presented to us, the younger generation, that you can do anything if you put your heart and mind into it. You don't need the skills right away to complete your goal, you get to learn and improve throughout your journey. I am very grateful for the event and all the mentors.



Willmaryz Martinez, Freshman at Cristo Rey Boston, *First Year Participant*

I thought the Water Industry event was profoundly interesting. When we explored the boiler room I was so caught up in taking notes I almost didn't realize we were moving to a different room. Hearing how they have failed at times but have overcome the challenges also tells me that being a strong Latina, I can accomplish so much more than I thought. Also, talking to some of the mentors coming from different backgrounds and hearing more about how they became interested in the water industry really intrigued me. The overall objectives and goals the mentors accomplish everyday in their careers is something I simply wasn't aware about. Water plays a really big role in our daily lives; when we go to the bathroom, when we drink water, when we wash dishes. I learned that if the water industry didn't separate our water sources, we would probably be drinking water with our own waste in it! Overall, this experience has opened my eyes to something I considered to be boring, and showed me it may be something I am interested in pursuing.

Follow Us!

You can find us at @Chica_Project

- Instagram
- Twitter
- Facebook

#thatsachica





Empowering Women, Advancing the Industry

June 4th, 2019



Professional Development

- Cultivating a deeper understanding of energy and environmental industry topics and professional advancement through programming, mentorship and social media discourse.



Inspiration

- Providing recognition & visibility for women driving advancement in our fields.
- Promoting the achievements of our colleagues and asking them to share the secrets to their success with our network.



Leadership

- Elevating women's perspectives through panel discussions and studying the measures by which companies can effectively advance women.



Community

- Connecting with professionals across New England at signature events and networking programs throughout the year.

NEWIEE'S IMPACT

Membership	39 Organizational Members with 600 individual members across these companies
Jobs Board	Nearly 150 jobs posted since Jobs Board was launched in Jan. 2019, available to Organizational members only
Mentorship	More than 160 registrants and 68 mentor/mentee matchups for Website Matchups in first 2 pilot rounds 5 Chapter Circles programs to date with more than 100 participants, covering: <ul style="list-style-type: none">• Networking skills• Resume Building• Difficult Conversations (e.g. asking for raise; harassment)• Career Development• Interview Skills
NEWIEE On Campus	4 On Campus Panels with 175 participants over past year: <ul style="list-style-type: none">• Brandeis, Clark, Smith, Wellesley Colleges• 8 Organizational Members featured on panels
Rising Professionals	27 attendees at kick-off event in spring 2019, with many more expected at Industry Mixer planned for June 25



NEWIEE'S IMPACT

NEWIEE Chapters

Our strong chapters across New England have held more than 50 events with more than 1,000 participants since 2010

- **New Hampshire Chapter** (2010)
- **Western New England Chapter** (2016)
- **Rhode Island Chapter** (2019)
- **Boston Chapter** (since 2019)
- **Maine Chapter** (since 2019)

Marketing



- 11,000 website visitors in the past year (15% returning visitors, 85% new visitors)
- 2,458 newsletter recipients each newsletter blast
- 749 Twitter followers, with 168,400 impressions of NEWIEE posts in their feed in the past year
- 378 LinkedIn followers (page new this calendar year)
- 411 Facebook Likes; Facebook continues to be a large resource for bringing people to NEWIEE's website

Signature Events

Over 800 attendees at the Fall Fete, Women Shaping the Agenda, and Gala Awards each year.





NEWIEE Signature Event

Hosted by:  **JOHN W. McCORMACK GRADUATE SCHOOL
OF POLICY AND GLOBAL STUDIES**
UNIVERSITY OF MASSACHUSETTS BOSTON

2019 NEWIEE
Women Shaping the Agenda

Keynote Announcement
Attorney General Maura Healey

7.24.19

NEWIEE
NEW ENGLAND WOMEN IN ENERGY AND THE ENVIRONMENT

www.newiee.org

Jacqueline Ashmore

Board President

ashmore@bu.edu

Goal 1: Broaden Impact

- Broaden our impact on women in our field by expanding racial, professional, and geographic diversity
 - *Broaden programming subject matter*
 - Host webinars
 - Blog
 - Increase environmental programming
 - *Broaden participation of different audiences of women throughout the region*
 - Form a Rising Professionals group; develop more opportunities for leadership within NEWIEE
 - Create RI, ME, and VT chapters; host more local chapter events
 - Target NEWIEE On Campus at campuses with large minority enrollment
 - Joint programming with other groups e.g. ABE



Goal 2: Foster Career Growth

- Foster career entry, growth and advancement, and improve the experience of women in the workplace
 - Develop research and data that reports on participation by women and minorities in the field, regionally
 - Develop strategies for employers to increase entry, retention, and advancement
 - Expand outreach to young women to grow the pipeline





WATTS®

Appendix