



## DRAFT Diversity, Equity & Inclusion Committee

### Mission Statement

At NEWEA, we strive to promote education and collaboration while advancing knowledge, innovation, and sound public policy for the protection of the water environment and our quality of life. A crucial component of that mission is recognizing, respecting, and promoting the variety of similarities and differences among us, including but not limited to race, ethnicity, gender identity and expression, sexual orientation, socio-economic background, immigration status, religious beliefs, and mental and physical disabilities. The contributions of a diverse work force will enable our association to succeed and grow.

### Vision Statement

The Committee's vision is to ensure a welcoming climate for all members, where everyone feels empowered, valued, respected, and safe. Recruiting and retaining a diverse membership is a key priority.

### Goals

1. Increase awareness of diversity issues among our members and the water and environment industry by engaging members in conversations and trainings.
2. Recruit and retain diverse membership of water and environmental professionals through targeted outreach programs, including opportunities for mentorship, scholarships, and internships.
3. Strengthen and enhance NEWEA's commitment to advancing diversity by supporting policies that provide equal services for environmental justice communities and collecting data that highlight inequities in our association and in the communities that we serve.
4. Increase the participation of diverse backgrounds in NEWEA membership and in leadership positions in the organization

### Membership

1. The committee should consist of at least ----- members, with the chair appointed by the President. Representation shall be from each State. Consideration shall be given to various types of members – Municipal, State, Regulatory, Vendor, Consultant, Academic, Legal.

### Specific Duties

1. Initial task for founding members, identify specific duties by June 2021.
2. Work closely with all committees, to the extent possible, to solicit input and comments regarding any D&I Committee recommendation.



## Liaison with Others

1. Executive Committee
2. Executive Director
3. Young Professionals Committee
4. Student Activities Committee
5. Public Awareness Committee
6. Utility Management Committee
7. Journal Committee
8. Scholarship
9. Youth Education Committee
10. NEWWA Organizational Diversity Committee

## Committee Activity

1. Host a discussion, session, roundtable at least 1x/year.

## Tasks

1. Prepare a yearly budget for the function and submit to the Finance Committee.
2. Provide outreach and education to promote diversity and inclusion.
3. Incorporate Diversity information in NEWEA Membership Applications
4. Explore an awards program