



NEIW PCC'S APPROACH TO DIVERSITY, EQUITY, & INCLUSION

An Organization Wide Effort

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NEWEA Spring Meeting

June 8, 2021

PRESENTATION OVERVIEW

- About NEIWPCCC
- Overarching Efforts
- Program Partner Work
- Learning from You



ABOUT NEIWPCCC

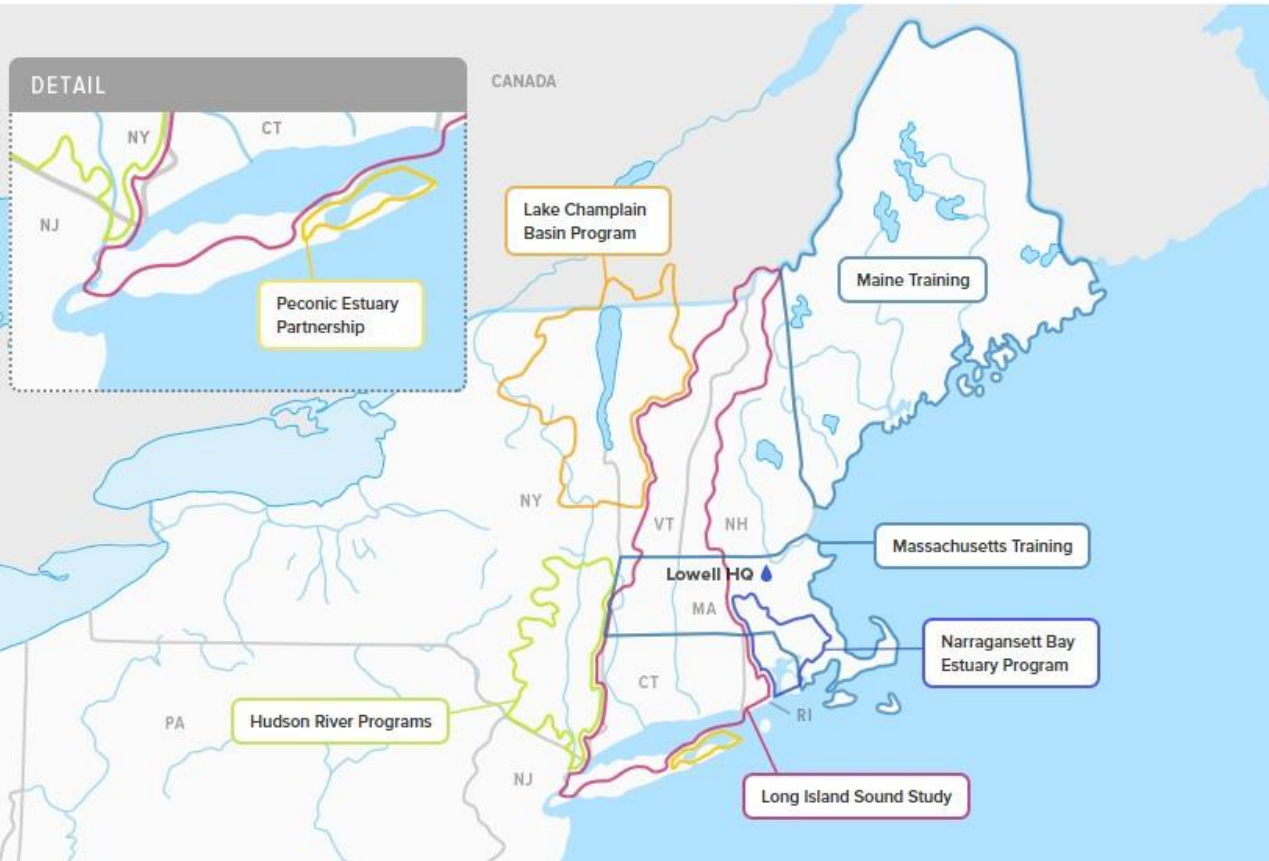
Our Work

Our Impact



[NŪ-Ē-PIK]

NEIWPCC is a regional commission that helps the states of the Northeast preserve and advance water quality.



Where Do We Serve?

Watersheds cross political boundaries. So do we. In addition to region-wide work at our Lowell, Massachusetts, headquarters, NEIWPCC manages or supports programs and environmental training in its seven member states. Many programs focus on a particular watershed or area. [Learn More >](#)

Additional NEIWPCC employees work in state offices across the region. [Learn More >](#)

- Lake Champlain Basin Program
- Maine Training
- Massachusetts Training
- Narragansett Bay Estuary Program
- Long Island Sound Study
- Hudson River Programs
- Peconic Estuary Partnership

NEIWPC

• MISSION •

To advance clean water in the Northeast through collaboration with, and service to, our member states.

• VISION •

Clean and sustainable water throughout the Northeast.

• VALUES •

Leadership • Collaboration • Education • Service • Science

OVERARCHING EFFORTS ON DEI

DEI COMMITMENT STATEMENT

NEIWPCCC is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

Endorsed by the NEIWPCCC Executive Committee and Commission, January 15, 2021



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Diversity, Equity, and Inclusion Commitment Statement

NEIWPCCC is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and all other characteristics that make our employees unique.

NEIWPCCC's diversity initiatives are embedded in all our policies and practices which include (but are not limited to) talent acquisition, professional development and training, compensation and benefits, and a work environment that supports our mission, strategy and core values.

A key component of NEIWPCCC's mission is recognizing communities with lower socio-economic status and those with larger minority populations who disproportionately contend with serious water quality issues and threats to their access to clean and safe water. Our work in service of underserved and underrepresented groups is a key aspect of our priorities. NEIWPCCC understands that we are not achieving our mission and realizing our vision until all of our communities have access to clean and safe water.

In addition, our strategic plan is the foundation for us to continue to build a more diverse and inclusive water quality workforce and to draw upon our organizational values to strengthen culture and create a sense of community for staff in support of our workforce development objective. NEIWPCCC is committed to continued progress in this arena.

All employees of NEIWPCCC have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

NEIWPCCC is an organization comprised of many people with diverse backgrounds, education, experiences and ideas who come together and strive to make our vision a reality: Clean and Sustainable Water throughout the Northeast.

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CONNECTICUT • MAINE • MASSACHUSETTS • NEW HAMPSHIRE • NEW YORK • RHODE ISLAND • VERMONT



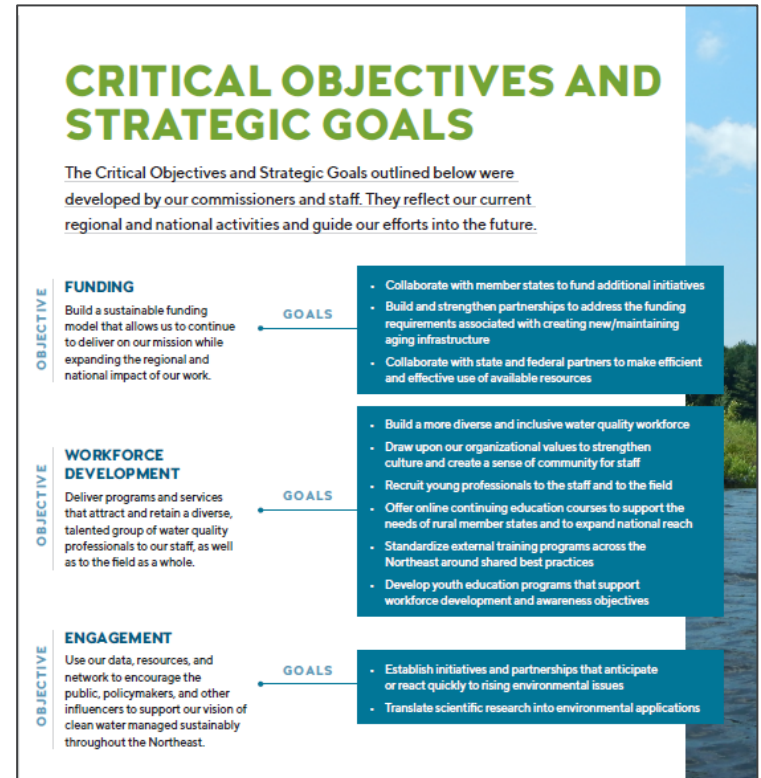
STRATEGIC PLAN

Centered around:

- Mission, Vision, & Values
- Critical Objectives & Strategic Goals

Critical Objective Highlight:
Workforce Development

Published April 2020

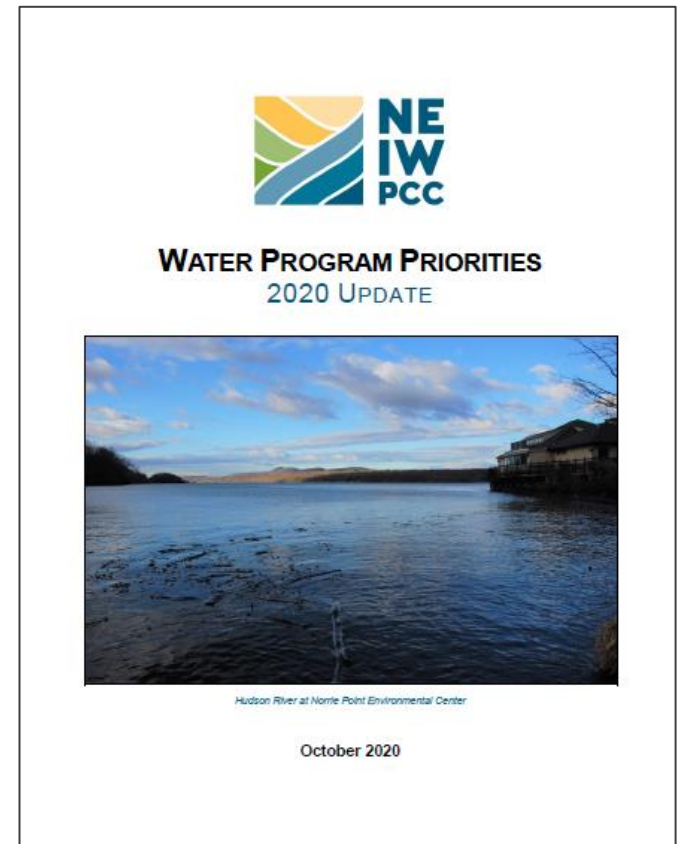


WATER PROGRAM PRIORITIES

Updated every five years,
current version published
October 2020

Commitment to Clean
Water for All

Intersections described
throughout document for
each priority

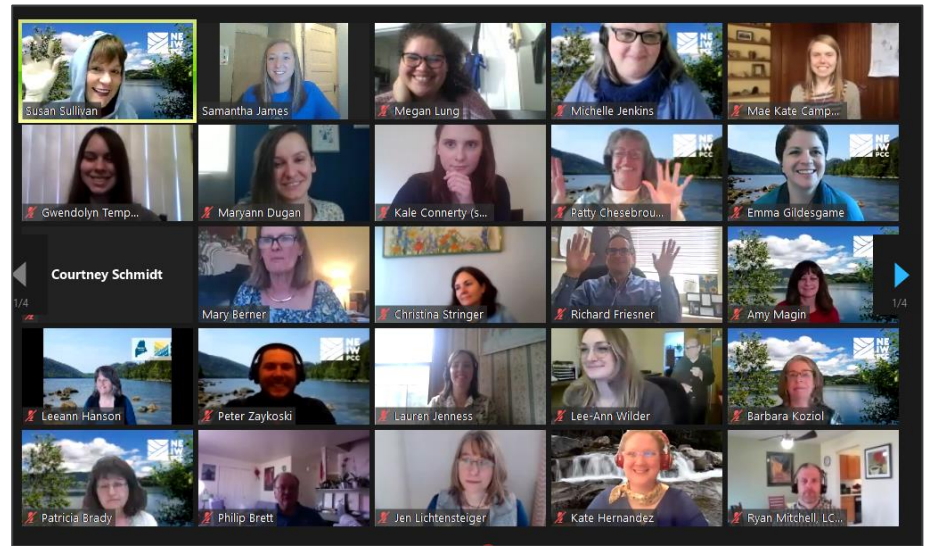


STAFF ENGAGEMENT & TRAINING

Training Series

All Staff Meeting DEI
Session

Convening of
NEIWPCCC DEI Team



PROGRAM PARTNER WORK

LOCAL IMPLEMENTATION

Diversity, Equity, Inclusion, & Justice

Some examples:

- LCBP – Representation, Training, Translation, Funding
- Hudson River – Training, Project Selection & Scope, Accessibility
- NBEP – Needs Assessment, Training, Service

LEARNING FROM YOU

- What questions do you have about NEIWPCC's actions?
- What efforts are being undertaken at your organization?
- What has been successful?
- What challenges are you still wrestling through?



THANK YOU!

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