

## Session 8



# Diversity, Equity, & Inclusion

# ROUND TABLE DISCUSSION

Strengthening your company culture, mindset and project success through effective equitable practices and social vulnerability tools

# Equity in Climate Resilience



How can climate resilience strategies be designed and implemented to ensure equitable outcomes, particularly for marginalized and vulnerable communities?

In what ways can decision-makers address historical injustices and systemic inequalities when planning and implementing climate resilience initiatives?

# Equity in Climate Resilience



How can community members/residents disproportionately affected by climate change actively participate in the decision-making processes related to resilience planning to ensure their unique needs and perspectives are considered?

How can elected or appointed officials allow more involvement in the planning of resilience projects in historically disadvantaged communities?

# Equity in Climate Resilience



What role can technology and innovation play in promoting equity in climate resilience, and how can these tools be made accessible to all communities, regardless of socioeconomic status?

How can partnerships between government agencies, NGOs, and local communities be strengthened to create more inclusive and effective climate resilience solutions that prioritize equity?

# Social Vulnerability Indices



How can social vulnerability indices be effectively utilized in the clean water industry to identify and address disparities in access to sanitation services among different communities?

In what ways can utilities, municipalities, and local organizations leverage social vulnerability data to inform infrastructure planning and investment decisions, ensuring that resources are directed to areas with the greatest need?

# Social Vulnerability Indices



How can the clean water industry collaborate with local governments and community organizations to collect and update social vulnerability data, ensuring that it accurately reflects the changing dynamics of vulnerable populations?

What challenges and ethical considerations should be taken into account when using social vulnerability indices in clean water management, and how can these challenges be mitigated?

# Social Vulnerability Indices



How can the integration of social vulnerability data enhance hazard mitigation, emergency preparedness and response efforts in the clean water industry, particularly during extreme weather events or other crises?

# Overall DEI Discussion



How can we ensure that underrepresented groups have equal access to educational and training opportunities in the clean water industry?

What steps can organizations take to create a more inclusive workplace culture in the wastewater sector?

In what ways does diversity contribute to innovation and problem-solving within the industry?



# Overall DEI Discussion



How can industry leaders promote equitable hiring practices to build diverse teams in the clean water sector?

What initiatives can be implemented to address and eliminate bias in recruitment and promotion processes?

# Overall DEI Discussion



Are there specific challenges faced by minority-owned businesses in the clean water industry, and how can these challenges be addressed?

How can disadvantaged businesses be promoted more in the clean water industry.

# Overall DEI Discussion



How can mentorship and sponsorship programs be leveraged to support the career development of underrepresented individuals in the field?

What role does cultural competence play in ensuring equitable delivery of clean water services to diverse communities?

# Overall DEI Discussion



How can organizations measure and track progress in achieving diversity, equity, and inclusion goals in the clean water sector?

What strategies can be employed to enhance community engagement and participation in decision-making processes related to clean water infrastructure projects?