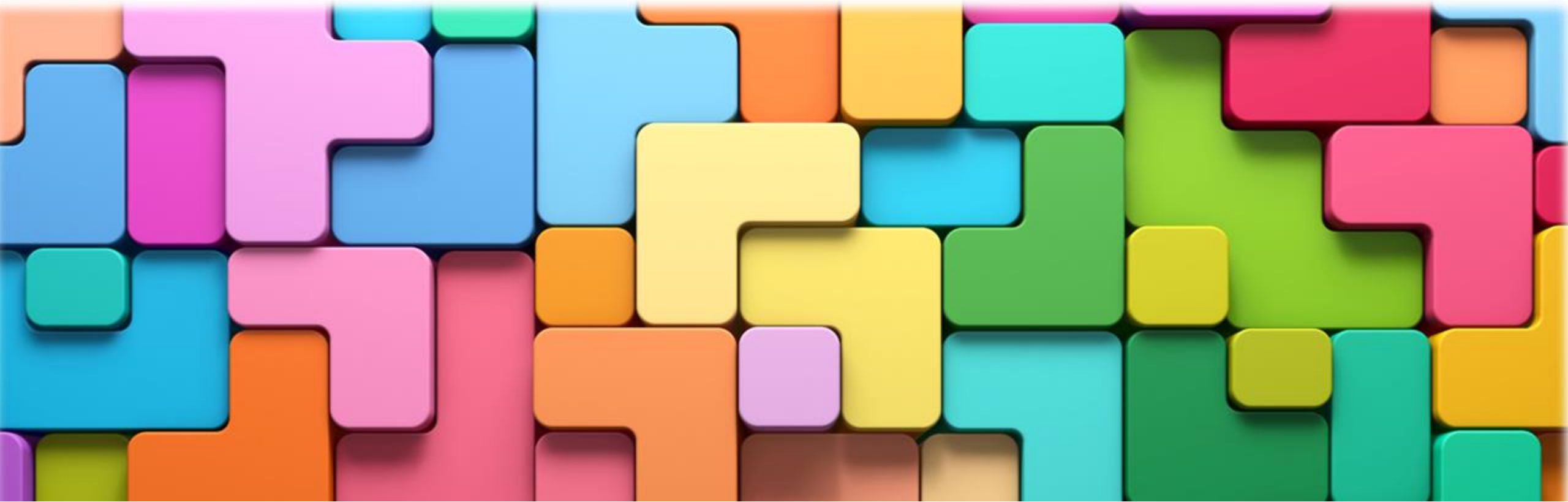


# Diversity, Equity, and Inclusion Committee





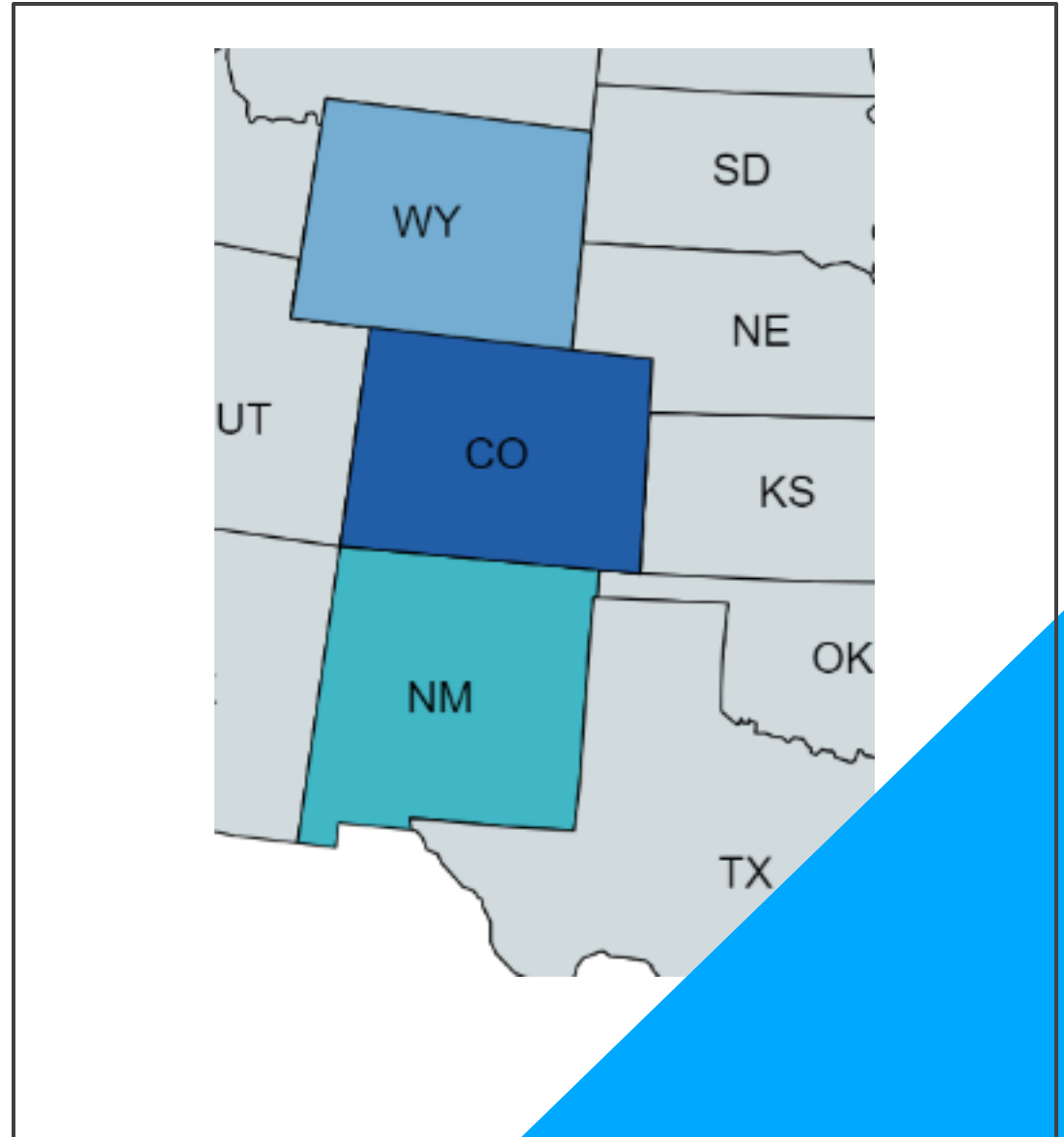
**American Water Works  
Association**

*Dedicated to the World's Most Vital Resource*



American Water Works Association

**Rocky Mountain** Section



# IMPORTANCE OF DIVERSITY & INCLUSION

**46%**

of AWWA members have reported their ethnicity.

## AWWA MEMBERSHIP

Asian	
Pacific Islander . . . . .	<b>4.7%</b>
Hispanic . . . . .	<b>3.0%</b>
African American . . . . .	<b>2.1%</b>
American Indian, Alaskan Native . . . . .	<b>0.8%</b>
White/non-Hispanic. . . . .	<b>86.3%</b>
Other . . . . .	<b>2.2%</b>

## AWWA BOARD MEMBERS

**78%**

Believe it is extremely or very important for AWWA to emphasize diversity and inclusion in our policies, actions and practices.<sup>2</sup>

**80%**

Almost 80% say promoting diversity and inclusion is extremely or very important to the future growth of the Association.<sup>2</sup>

## OPPORTUNITY FOR IMPROVEMENT

The areas of diversity with the largest opportunity to improve are perceived to be job type and race/diversity.<sup>2</sup>



## AWWA

**36%**

OF BOARD MEMBERS ARE FEMALE<sup>2</sup>

**43%**

OF ASSOCIATION SENIOR MANAGEMENT STAFF ARE FEMALE<sup>2</sup>

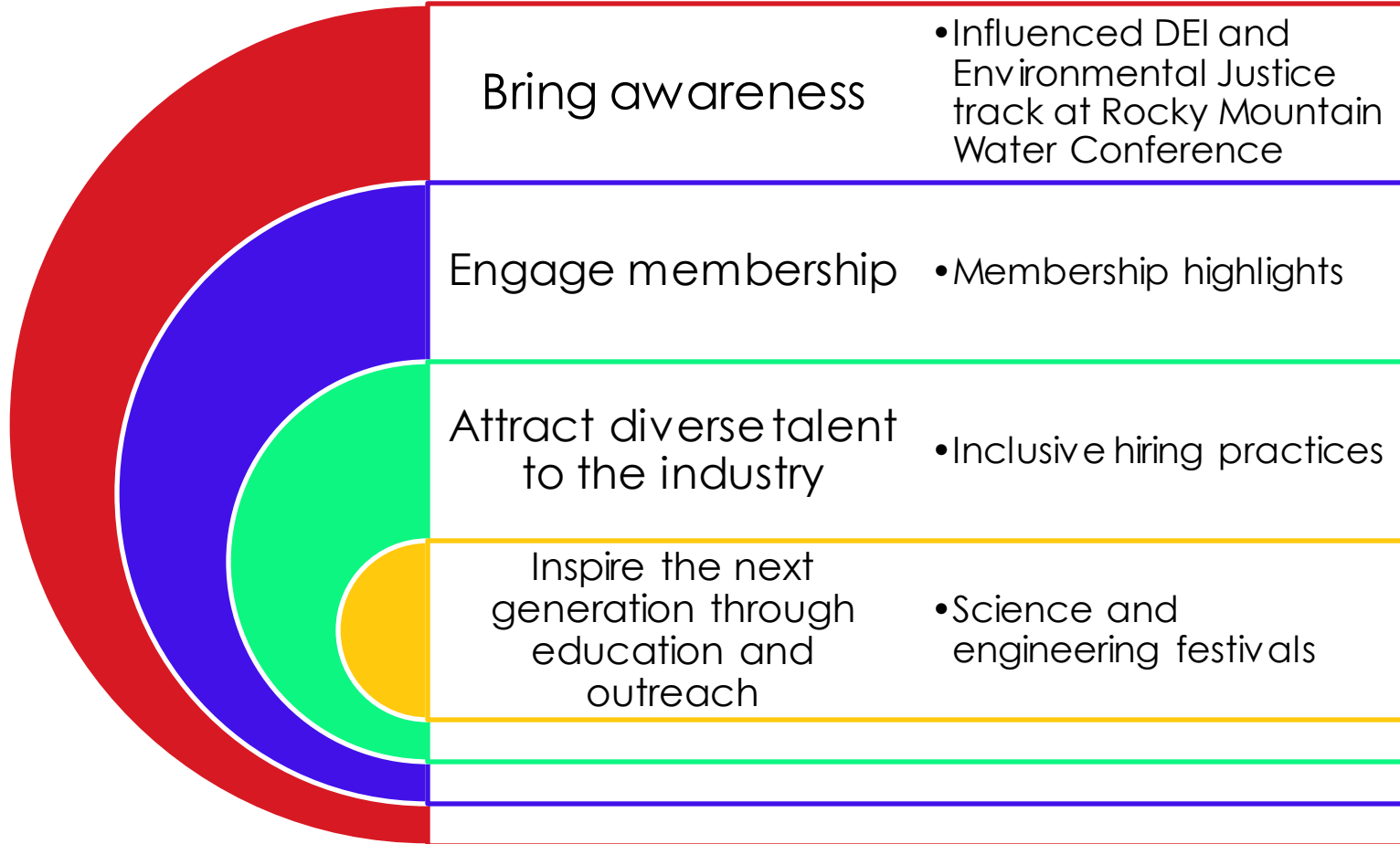


American Water Works Association  
**Rocky Mountain** Section

- 
- Training
  - Leadership
  - Knowledge sharing
  - Professional development
  - Advocate for safe and sustainable water
  - Community outreach



# Diversity Equity and Inclusion Committee



# — Membership Engagement



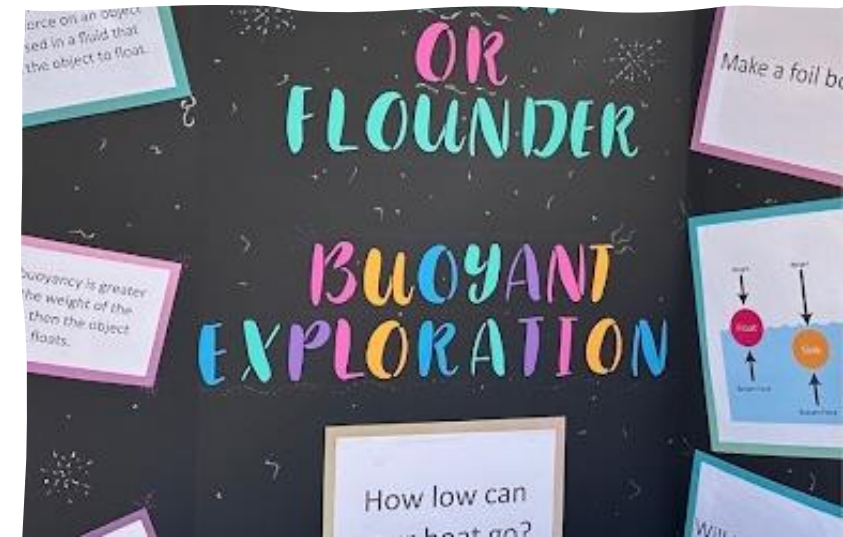
- DEI Ambassadors
  - Attend events and meetings
  - Promote inclusive environment
  - Introduce members
  - Mentor
- Annual Water Conference Booth / Events
- Membership highlights



# Education & Outreach

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- Youth Engineering & Science Festival – Greeley, CO
- Community outreach
- Inclusive language reviews



# ROCKY MOUNTAIN WATER

JANUARY-FEBRUARY 2024

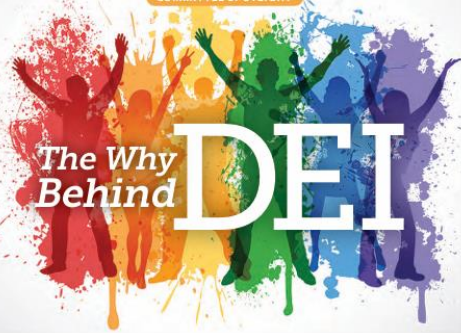
COLORADO | NEW MEXICO | WYOMING

## OPTIMIZING AURORA WATER'S CIP PROGRAM

THROUGH MORE EFFICIENT ASSET MANAGEMENT

Address Service Requested  
REGARDES  
C30 Top Photo  
4777 National Waterways Drive  
Denver, CO 80236

### COMMITTEE SPOTLIGHT



## The Why Behind DEI

**W**HEN WE COME TOGETHER, WE CAN ACHIEVE AMAZING THINGS. THE WATER WORLD in the Rocky Mountain region is no stranger to getting people together for the betterment of the water industry. From cultivating award-winning student teams for the WEF Student Design Competition to sharing innovative ideas at the Rocky Mountain Water Conference, we have a long history of strengthening each other through working together. The Rocky Mountain Diversity, Equity, and Inclusion (DEI) Committee is committed to engaging more people in the Rocky Mountain region. Here are some of the ways the committee has been working to achieve this goal:

#### Raising awareness and celebrating diversity.

The committee starts each meeting with a discussion on the heritage or awareness month. It also compiles a list of online resources and events that can be shared with members. You can find this list of awareness and heritage celebration months in our previous article in the May/June issue of *Rocky Mountain Water*. Come to our committee meetings to learn more or look out for DEI articles in this publication.

#### Diversifying our events and spaces

Our regular member events focus on trainings, socials, friendly competitions, and connecting individuals in the industry. The DEI Committee brings awareness of inclusive meeting practices which allows our events to be more accessible and diverse. Some examples include:

- Offering in-person and virtual options when possible
- Recording trainings so that they can be accessed by more people
- Holding events across the Rocky Mountain

#### region to reach a wider audience

- Providing dedicated people for assistance
- Creating spaces for people to take a break from the main event
- Using inclusive language in invites
- Hosting events without alcohol
- Including pronouns on name tags
- Offering activities for a range of abilities

#### Education and outreach

To better reflect our membership and communities, we aim to engage everyone, including communities not traditionally involved in the water industry. We are currently exploring opportunities to provide public education about the work that we do in water, as well as opportunities for employment and education. The DEI Committee is currently exploring community groups to engage with. These efforts are driven by individuals in our DEI committee. We asked members of the committee why they are involved in the Rocky Mountain

# Publications



### HOT TOPICS

## A BLACK HISTORY MONTH PERSPECTIVE

FROM DR. DEWEY BRIGHAM, PRESIDENT AND EXECUTIVE DIRECTOR OF CABPES

By Mathieu Medina and Ayush Shahi, Diversity, Equity, and Inclusion Committee of RMSAWWA

**D**r. Brigham is the President and Executive Director of the Colorado Association of Black Professional Engineers and Scientists (CABPES), responsible for the strategic direction, vision, and growth of the CABPES mission and programs. Dr. Brigham retired from CH2M after 33 years of service as a Senior Construction Manager. Dr. Brigham holds a bachelor of science degree in industrial technology from Prairie View A&M University, a master of science degree in construction management from Colorado State University, and a Ph.D. in human services, specializing in nonprofit management and leadership from Capella University. The topic of Dr. Brigham's dissertation is "Mentoring Relationships in the Careers of African American Professional Male Nonprofit Leaders." Dr. Brigham is a life member of Omega Psi Phi Fraternity, Incorporated.

#### 2. What programs does CABPES run?

CABPES runs four after-school STEM programs, which include Junior Engineers (mentoring), Scientists (JETS), Math Enrichment Program (MEP), SAT/ACT College Preparatory Program, and a Summer Math Boot Camp (SMBCC).

#### 3. What has motivated you to lead CABPES?

What motivated me to lead CABPES goes back to my childhood. I was first introduced to the CABPES organization and its students at a science fair held at the Colorado School of Mines in 1986. I was asked to be a judge at the science fair. I was so inspired by the students' performance and how they carried themselves. I thought to myself: I wished someone would have done this for me as a kid. At that moment, I decided this would be my life's journey. I wanted to help build a pipeline of African American students and help expose them to every discipline in STEM possible.

#### 1. What is CABPES and its mission?

CABPES is a 501(c)3 nonprofit organization dedicated to developing the next generation of STEM professionals. The Colorado Association of Black Professional Engineers and Scientists (CABPES) mission is to prepare African Americans and other underrepresented minority students for education and careers in STEM.

#### 4. What motivated you to pursue a career in STEM?

My love for construction and building things was the fuel to my fire. I enjoyed being on construction sites and making sure structures like bridges, dams, pipelines, and buildings were constructed with quality, safety, and on time.



"I was so inspired by the students' performance and how they carried themselves. I thought to myself: I wished someone would have done this for me as a kid. At that moment, I decided this would be my life's journey."



### Diversity, Equity, Inclusion.



## Fearlessly Relentless Allies at Work

*Do the best you can until you know better. Then when you know better, do better.*

- Dr. Maya Angelou

### What is allyship?

When a person of privilege works in solidarity and partnership with a marginalized group of people to help take down the systems that challenge that group's basic rights, equal access, and ability to thrive in our society

### Where to start

#### BE FRAW



- Educate yourself
- Identify, accept, and own your privilege
- Seek and accept feedback
- Be a confidant
- Be the voice for those unable to speak
- Bring DEI to the table

- See something, say something
- Sponsor marginalized coworkers
- Intentional recruiting
- Fair application and deliberation processes
- Build community of allies

FROM THE INSIDE...

...TO THE OUTSIDE

Figure 2: Allyship