Diversity

the quality of being different or unique

“A seat at the table”
Inclusion

the act of bringing together and harnessing differences in a beneficial way

“A voice at the table”
A changing United States...

### Percentage distribution of the U.S. resident population **18 to 24 years old**, by race/ethnicity

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Pacific Islander</th>
<th>American Indian Alaska Native</th>
<th>Two or more races</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>62%</td>
<td>14%</td>
<td>18%</td>
<td>4%</td>
<td>--</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>2017</td>
<td>54%</td>
<td>14%</td>
<td>22%</td>
<td>6%</td>
<td>--</td>
<td>1%</td>
<td>3%</td>
</tr>
</tbody>
</table>

### Percentage distribution of the U.S. resident population **5 to 17 years old**, by race/ethnicity

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Pacific Islander</th>
<th>American Indian Alaska Native</th>
<th>Two or more races</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>60%</td>
<td>15%</td>
<td>16%</td>
<td>3%</td>
<td>--</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>2017</td>
<td>51%</td>
<td>14%</td>
<td>25%</td>
<td>5%</td>
<td>--</td>
<td>1%</td>
<td>4%</td>
</tr>
</tbody>
</table>
A changing United States...

- By 2025, 75% of the workforce will be Millennials
- 44% of Millennials consider themselves People of Color
- By 2044, POC will reach majority status in the United States
Environmental Engineering Field

- 26% female
- 23% persons of color
- 12.4% growth

Source: DataUSA, 2015
Representation of Women

50% Lower representation in executive level vs entry level

- 1 in 4 female engineers leave the field after age 30, compared to only 1 in 10 male engineers
- Only about 25% of women who leave engineering do so to care for their families

30% of women who have left the engineering profession cited organizational climate as the reason.

AVERAGE REPRESENTATION OF WOMEN
Why Diversity and Inclusion Matter

- Promotes diversity of thought, ideas, innovation, creativity
- Taps into the broadest pipeline of talent
- Demands fairness and transparency in hiring, performance management, leadership, and succession
- Creates greater focus on effective communication
- Creates greater employee satisfaction and value
Business Case for Diversity and Inclusion
The most GENDER diverse companies OUTPERFORM by 15%.

The most ETHNICALLY diverse companies OUTPERFORM by 35%.
Innovation

- Diverse Management – 19% increase in revenue (innovation)

Source: BCG diversity and innovation survey, 2017 (n=1,681).
Workforce – Retention and Hiring

• 57% of employees think their firms should be more diverse

• 83% of millennials cite more active engagement in their work (due to an inclusive and diverse work environment)

• 67% of job seekers cite diversity as a key factor when weighing job offers (Glassdoor)
  • 72% of women
  • 89% black
  • 80% Asian
  • 70% Latinx
Training and Coaching

• Inclusive firms have 1.8x more change-ready and 1.7x more likely innovation leaders in their market (Bersin, 2015)

• 3.8x more likely to coach employees for improved performance

• 3.6x more likely to deal with personnel problems

• 2.9x more likely to identify and build leaders
Heart Case for Diversity and Inclusion
Low Income People of Color
experience higher exposure to traffic pollution and drinking water contamination

59% of Latinos believe that stronger environmental laws would improve economic growth and create new jobs.

70% of Asian Americans polled consider themselves environmentalists.

8% of African Americans belong to an environmental group (compared to 9% of whites).

More than 50% of People of Color polled rank climate, pollution and loss of natural areas as serious problems (compared to less than 50% of white people polled).

People of Color populations are growing at a faster pace in Oregon than nationally.

56% of people living within 3 kilometers of a large commercial hazardous waste facility nationally are People of Color.

86% of African American voters support presidential action on climate change.

76% of Latino voters support presidential action on climate change.

2 out of 5 children in Oregon are People of Color.

More than 800,000 People of Color live in Oregon (nearly 25% of the population).

Air toxic exposure and high lifetime cancer risk is greatest in low income Latino immigrant African American and Asian-Pacific Islander communities.

Source: Oregon Environmental Council
OPINION: WE NEED TO KEEP OUR WATER SYSTEMS — AND WORKERS — SAFE AS THE NOVEL CORONAVIRUS RAVAGES THE WORLD

The COVID-19 pandemic is bringing new challenges to water treatment and wastewater infrastructure. Here's what we need to do it going strong.

CLEAN WATER IS OUR FIRST AND LAST LINE OF DEFENSE.

EPA urges states to support water, wastewater operations during COVID-19

In a letter to Governors in all 50 states, territories and Washington, D.C. EPA Administrator Andrew Wheeler asked states to ensure that drinking water and wastewater employees are considered essential workers.
The COVID-19 Response Is Failing Communities of Color

To build trust with traditionally underserved groups, health officials need to adopt messaging in a much more culturally appropriate way.

Navajo Nation surpasses New York state Covid-19 infection rate in the US

Covid-19 Shutdowns Are Hitting Low-Income Workers Especially Hard

Why the coronavirus hits harder in communities of color

Class and COVID: How the less affluent face double risks
PNCWA – Our Call to Action

• Develop a DEI Policy
• Set Target Demographics
• Continue Conference Leadership Track
• Women Networking Events and Woman of the Year Award
• Promote InFLOW Program (2nd year)

<table>
<thead>
<tr>
<th>Demographics</th>
<th>Current</th>
<th>Target</th>
<th>2020 Committee Chairs</th>
<th>2020 Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>18%</td>
<td>40%</td>
<td>27%</td>
<td>31%</td>
</tr>
<tr>
<td>People of Color</td>
<td>13%</td>
<td>25%</td>
<td>9%</td>
<td>15%</td>
</tr>
<tr>
<td>&lt;16 yrs in career</td>
<td>45%</td>
<td>50%</td>
<td>18%</td>
<td>23%</td>
</tr>
<tr>
<td>Total Members</td>
<td>1,512</td>
<td>2,000</td>
<td>22</td>
<td>13</td>
</tr>
</tbody>
</table>