

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

MISSION STATEMENT

The **Mission** of the MWEA Diversity, Equity, and Inclusion Committee is to:

- encourage representation from historically underrepresented individuals to pursue careers in Missouri's water industry,
- support and advocate for historically underrepresented individuals in the water workforce, and
- promote engagement amongst historically underrepresented individuals to improve industry retention.

STRUCTURE:

The Committee Chair / Co-Chairs is / are selected by the MWEA President-elect. The Committee is comprised of all members who have indicated their interest in serving on the Committee and have been confirmed by the Committee Chair / Co-Chairs.

DUTIES:

1. The Chair / Co-Chairs is / are to assemble the Committee into action by contacting the members from the previous year, those who signed up on the committee roster at the Annual Meeting, and other Association members who may be interested in serving on the Committee. A list of Committee members is to be submitted to the President before the first Executive meeting following the Annual Meeting.
2. Strive to stimulate interest in the Association and its program activities among all professionals, consistent with the Association's objectives.
3. Assist the Association in determining how it may best serve this segment of the membership through seminars, publications, problem-solving sessions or other means.
4. Determine those factors which may enhance active participation in Association functions for people who identify with a historically underrepresented identity.
5. The Chair, Co-Chair, or an appointed representative of the committee shall attend Executive Committee Meetings as an Ad-Hoc member to the Executive Committee.
6. Prepare a written report briefly summarizing the committee's activities for presentation to the Executive Committee at its quarterly meetings.
7. Submit a budget to the Treasurer prior to the first Executive Committee Meeting following the Annual Meeting.
8. Coordinate Diversity, Equity and Inclusion event(s) at the Joint Annual Conference held each March and have at least one representative attend planning meetings to ensure equitable and inclusive practices are followed for all aspects of the conference.

9. Coordinate with Awards Committee for the Diversity, Equity and Inclusion Award to be given at the Annual Meeting for selection prior to the meeting and local award presentation after the meeting.
10. Submit at least one article to the newsletter committee each year.