



HOD Message

Donnell Duncan, HOD Speaker

Charlottetown, PEI Canada
May 26, 2023



HOD Message

House of Delegates (HOD) of the Future

Role of the House of Delegates

1. Deliberative and representational body of WEF.
2. Primary conduits of information exchange between MAs and WEF.
3. Advisors to the Board of Trustees on matters of strategic direction and public policy development.

FY23 Priority: HOD of the Future

1. Structured and functions in alignment with the core values of the new Strategic Plan
2. 100% Active Delegate Participation
3. Relevant, visible and valued by the WEF national and MA community

Midyear Priority #1 - Community

Build a sense of community among delegates in the HOD.

- Online (HOD LinkedIn Group, WEF UNITY)
- In-Person (Prioritizing WEFMAX Participation)



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Donnell Duncan, P.E., S.E.

Joined group: Feb 2023

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Louis C. Lambe (NJWEA) • 1st

Engineer at PVSC, WEF Delegate and NJWEA Collection System Committee Co ...
1mo

Good Afternoon Fellow Delegates,
After the last meeting of the Water Advocacy Group, a simple GIS map was put together to help us advocate in our individual states. The map link below ...see more

ArcGIS Dashboards

arcgis.com • 1 min read

ArcGIS Dashboards

You and 6 others

8 comments



Like



Comment



Add a comment...



60 members

Including Jeff Berlin and 12 other connections



+9

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About this group

This group is for member's of the Water Environment Federation's House of Delegates (HoD). The HoD is the deliberative and representational body of the Water Environment Federation and advises the Board on matters of strategic ...

Show all →

Admins



Rebecca Mintz-Colin, MPH

· 2nd **Owner**

Social Media and Multimedia Content Manager



Kelsey Hurst

· 2nd **Manager**

Senior Manager, Association Engagement

Promoted



Messaging



WEF CommUNITY

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https://community.wef.org

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commUNITY

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News

Midyear Priority #2 - Consistency

Provide talking points to delegates for accurate and consistent updates to their MAs.

- HOD Quarterly Reports shared with delegates
- Share selected excerpts from Board of Trustees Backgrounder (in-progress)

House of Delegates (March 2023) Quarterly Report

Date 02.28.23
Reported by Donnell Duncan

Our Leadership:

Speaker: Donnell Duncan
Speaker-Elect: Alexie Kindrick
Past Speaker: Steven Drangsholt
Staff Liaison: Kelsey Hurst
Staff WEFMAX Liaison: Dianne Crilly

HOD Charter:

The House of Delegates is the deliberative and representational body of the Federation. It is responsible for electing and removing Trustees to the Board on matters of strategic direction and public policy development to the extent provided for in the Bylaws.

Duties

- Delegates shall represent the interest of their respective MAs or member groups.
- Delegates shall be WEF's direct liaison to the MA or member group.

Strategic Plan Alignment:

The HOD aligns with the following core values:

- Lead boldly with purpose and agility
- Focus on our customers through empathy and service
- Collaborate for collective impact
- Integrate Diversity, Equity, and Inclusion in all we do

Summary:

High-Level Updates

- The WEF website has been updated. Check it out at <https://www.wefmax.org>
- WEF's new Hivehire Community Engagement Plan of Q1, 2023. Check it out at <https://community.wefmax.org>

- Click the following image for our February Video Update which was recently released:



1. Steering Committee

All HOD Committee, Workgroup and Task Force Chairs, Co-Chairs and Vice-Chair Rasha Maal-Bared and BOT Liaison Howard Carter

Thank you to the Delegates who provided comments and input for the updates to the HOD Policies and Procedures. Based on the feedback and discussion with the HOD Steering Committee, below is the updated! will be asked to vote on during our next quarterly meeting on March 28th.

1.5 Delegates-at-Large

1.5.1 As the representational body of the federation it reflect the composition of WEF. As such, the selector an opportunity to address the need to increase the number of demographic groups (e.g., age, profession, race, etc) underrepresented in the HOD and encourage HOD WEF members from these groups to apply for

1.5.2 Each year, using the WEF DEI Scorecard HOD Nominating Committee will determine who is

2. WEFMAX Committee

Jeff Berlin (Chair), Dave Galbraith (Vice Chair)

Themes for 2023 WEFMAX based on Strategic Plan

Location	Date	MA	Theme
St Louis, Missouri	April 12-14	MWEA	Collaboration
Denver, Colorado	May 3-5	RMWEA	Member Engagement--Service
Charlottetown, PEI, Canada	May 24-26	ACWWA	Leadership and Innovation

RE WEFMAX BADGES – WEF will create, print, and bring the attendee and guest badges and lanyards.

RE HOTEL WALK-THROUGH – Host MAs should work with your hotel representative to set a time for a quick walk through on Wednesday afternoon (3:00 pm). I will look to arrive in time to participate in this.

RE WEDNESDAY, DEI SPOTLIGHT SESSION – Host should arrange to have a 6-ft table placed at the entrance of the room to be used as the badge check-in. Would love to have one volunteer from the host be available to hand out badges and lanyards. Always nice to have extra assistance to get people quickly checked in and ready to be engaged for a fun event.

RE AGENDAS – The WEFMAX Committee is working on the agendas. A sneak peak of agendas can be found on the registration under the Agenda tab.

3. Nominating Committee

Leanne Scott (Chair), Mandy Shepho, Peter Garvey, Bill Davis, Kristiana Dragash, Scott Aurit

- Review committee applications
Currently finalizing Speaker Elect, Delegate at Large and Committee applications
- Promote committee application
Developing a graphic to use for promotion at WEFMAX to educate HOD members on committee descriptions, relationships and time commitments
- Delegate at Large position outreach
Discussed outreach to the Member Associations for DAL and outreach to underserved groups to increase diversity

4. Budget Committee

Casey Gish (Chair), Doug Kolbrick (Vice Chair), Clint Riley, Rosaleen Nogle, Jamey Wallace, Mike Sweeney, Keith Hobson, Karen Powderly

- Review two cycles of 2023 MA grant program applications.
Status: The first cycle of grant applications was received in January. 15 applications were received, totaling \$156,000 in requested funds. Using a scoring rubric that had been previously developed, the applications were scored by a review panel consisting of the members of the HOD Budget Committee, and then discussed in a meeting of the committee. Seven applications were approved for funding totaling \$62,500, which is half of the \$125,000 budgeted for this year. After discussion, the committee decided that capping grant awards at \$15,000 moving forward would enable the available funds to be better leveraged and more equitably distributed among deserving applicants. However, two of

Midyear Priority #3 – Collaboration

Create avenues for collaboration between the
BOT, HOD and CLC.

- Engage BOT for their thoughts on in-progress HOD of the Future outcomes.
- Leverage HOD reach across federation to share CLC work products with MAs.

Benjamin Franklin



Without continual growth and progress, such words as improvement, achievement, and success have no meaning.

AZ QUOTES



HOD Message

House of Delegates (HOD) of the Future



HOD OF THE FUTRE WORKING SESSION

WEFMAX
Charlottetown, PEI

FRIDAY – May 26, 2023
8:40 a.m. to 9:40 a.m.

Facilitator Dave Galbraith (ACWWA)

Purpose of the HOD of the Future Work Group:

- Is the current structure and function of the HOD meeting the needs of the MA's, Trustees, Delegates, and other Stakeholders?
- How to engage 100% of the delegates in the environment of the HOD.
- With the ever-changing needs of the MA's, Trustees, and Delegates, what will the HOD of the future look like in order to address those needs of all stakeholders?

Why discuss this at the WEFMAX?

- WEFMAX's present a unique environment and incubator for ideas and solution to problems.
- The diversity of backgrounds and skillsets of the attendees provide a non-bias approach to looking at the HOD through a different lens.
- Creates engagement and participation of all individuals related and unrelated to the HOD

INSTRUCTIONS

- Each table will need to appoint a Facilitator and Scribe.
- Three questions will be discussed. Time for each question is 10 minutes.
- You can spend as little or as much time on any question, however, you must at least start with the first question assigned to your table.
- Tables 1-4: Questions a), b), c)
- Tables 5-7: Questions b), c), a)
- Tables 8- 10: Questions c), a), b)
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 - *Please have some speak that has not spoken to the group yet...*
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THANK YOU FOR YOUR PARTICIPATION

2023 HOD Budget Committee

Rosaleen Nogle
New York Water Environment Association
Charlottesville WEFMAX
May 26, 2023



A vertical graphic on the left side of the slide showing a splash of water with bubbles and ripples, rendered in shades of blue and white.

HOD Budget Committee

- 7 Committee members
- Chair: Casey Gish, Pacific Northwest CWA
- Vice Chair: Doug Kobrick, Arizona Water

Purpose

- Review WEF budget development process with Treasurer and Finance Staff
- Confirm consistency of annual budget with WEF Strategic Plan
- Provide advice and direction to Speaker of the House and HOD
- Administer MA Grant Program

HOD Budget Committee

2023 Goals

1. Align committee with new WEF strategic plan
2. Reflection and restricting of the MA grant program
3. Review two cycles of MA grant program application
4. Improve process of follow up documentation for MAs that have been awarded grants in the past

HOD Budget Committee

2023 MA Grant Program

- \$125,000 to award
- Two cycles
 - January 20th deadline
 - **June 16th deadline**
- First grant cycles
 - 15 Applications
 - 7 Awards

HOD Budget Committee

2023 MA Grant Program

- Application Refresh
 - Clearly defined criteria for alignment with strategic plan
 - Adjustment to dollar matching criteria
 - \$15,000 cap on grant request to maximize number of awards
 - Additional emphasis on detailed timeline and budget
- Next Steps
 - Scoring matrix refresh before second round review
 - Focus on equity of small MAs (benefit sharing)



2023 HOD DE&I Committee

Amy Baker
AZ Water Association
Charlottetown WEFMAX
May 26, 2023





House of Delegates DE&I Committee Update

Joe Navas – NWEA Cmte Chair
ValaRae Partee – GAWP Vice Chair
Jeff Berlin – RMWEA
Amy Baker – AZ Water

Haley Goddard – PNCWA
Kelsey Hurst – WEF Sr. Manager
Donnell Duncan – Speaker of the HOD
Alexie Kindrick – Speaker-Elect

Why is **PINK** a “girly” color?



Diversity Moment



Credit: ApartmentTherapy.com

WEF Core Values & DE&I

“Integrate Diversity, Equity, and Inclusion in all we do”



DE&I Committee Charter

- Establish a Quarterly DE&I Networking Call
 - The goal is for MA Leadership to collaborate and learn from each other.
- Make it easier to find and use the Existing DE&I Resources at WEF
 - Create a simple way to introduce new leaders to the tools & resources
- Be a resource and example for others within the HOD and MA Leadership along their DE&I Journey

Quarterly MA Networking Call



- 1st Quarterly call was on January 19th
- Approx 90 participants on the call
- Discussed available resources, the vision of the call, & the DE&I Toolkit.
- Members on the call shared their stories and DE&I journeys.
- 2nd Quarterly call was on April 27th
- Approx 45 participants on the call
- Focused on Workforce Development and had a lot of interest in discussion on starting an Inflow Program.

Existing DE&I Resources at WEF

- All WEF Members have access to the WEF DE&I Toolkit
- The toolkit is located at:
 - www.wef.org/topics/hot-topics/diversity-equity-and-inclusion/
 - Click on DE&I MA Resources Button
 - Log in with WEF Credentials
- DE&I Community
 - WEFUnity is here!  **hivebrite**
 - Group: MA DE&I Networking Group
- HOD DE&I Committee
- Quarterly MA DE&I Networking Call



We are a Resource for You!



- Starting a DE&I Committee
 - Iowa & South Carolina
- Starting an InFLOW program
- Inclusive Event Planning
- Anything along your DE&I Journey

- Ask your Delegate to contact us!!



THANK YOU FOR YOUR PARTICIPATION

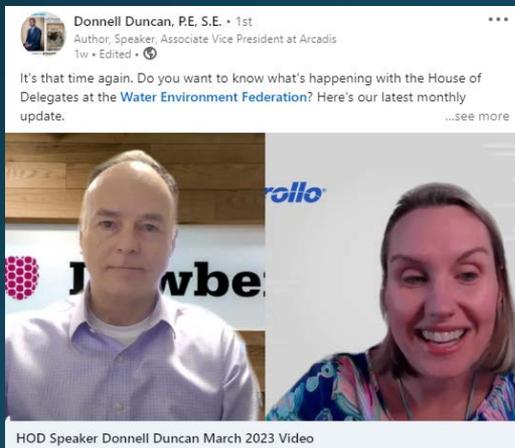
2023 HOD Water Advocacy Workgroup

Rosaleen Nogle
New York Water Environment Association
Charlottesville WEFMAX
May 26, 2023



Workgroup Team

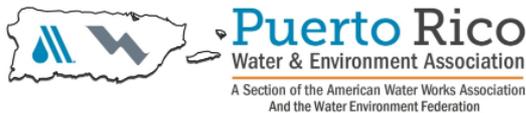
- Co-Chairs
 - Kristiana Dragash - FWEA
 - Peter Garvey - NEWEA



Summary of Workgroup Charter

- Gather best practices for state, local and provincial outreach from active MA's
- Provide guidance on how to leverage federal outreach efforts for state, local and provincial benefit and vice versa.
- Provide input to WEF Government Affairs Committee on:
 - Enhanced partnerships
 - Effectiveness of Water Advocates
- Connect MA's to the WEF Govt Affairs Community
- Provide Input on Position Statements (most important water issues across MA's)
- Explore whether this workgroup should become a permanent committee

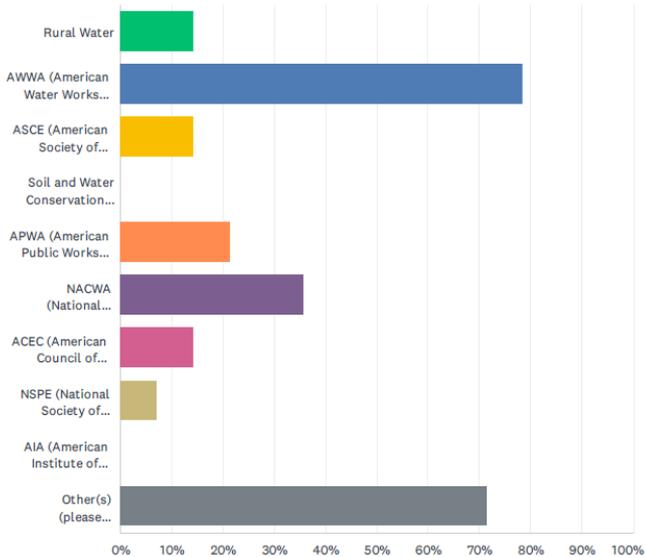
Survey Responses



Survey Results

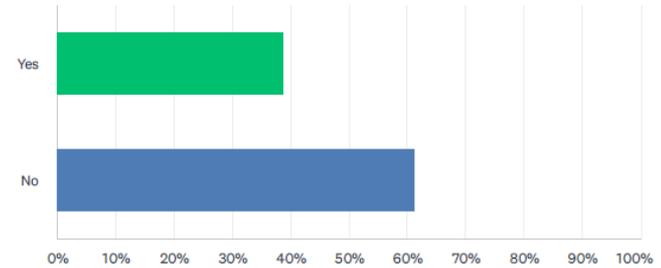
Q5 Out of the industries and organizations listed below, please indicate which ones your MA coordinates advocacy efforts with (if applicable).

Answered: 14 Skipped: 4



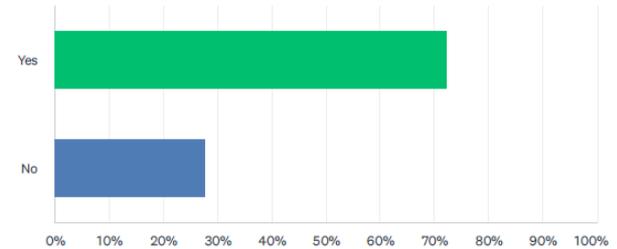
Q3 Does your MA lead advocacy efforts?

Answered: 18 Skipped: 0



Q6 Is your MA engaged with the WEF Government Affairs Community?

Answered: 18 Skipped: 0



Survey Results - top 5 water industry issues

- What are the top 5 water industry issues at the state level within your MA? *
- PFAS
- Funding
- Workforce development
- Operator reciprocity and certifications
- SSO's

**Pending Workgroup confirmation*

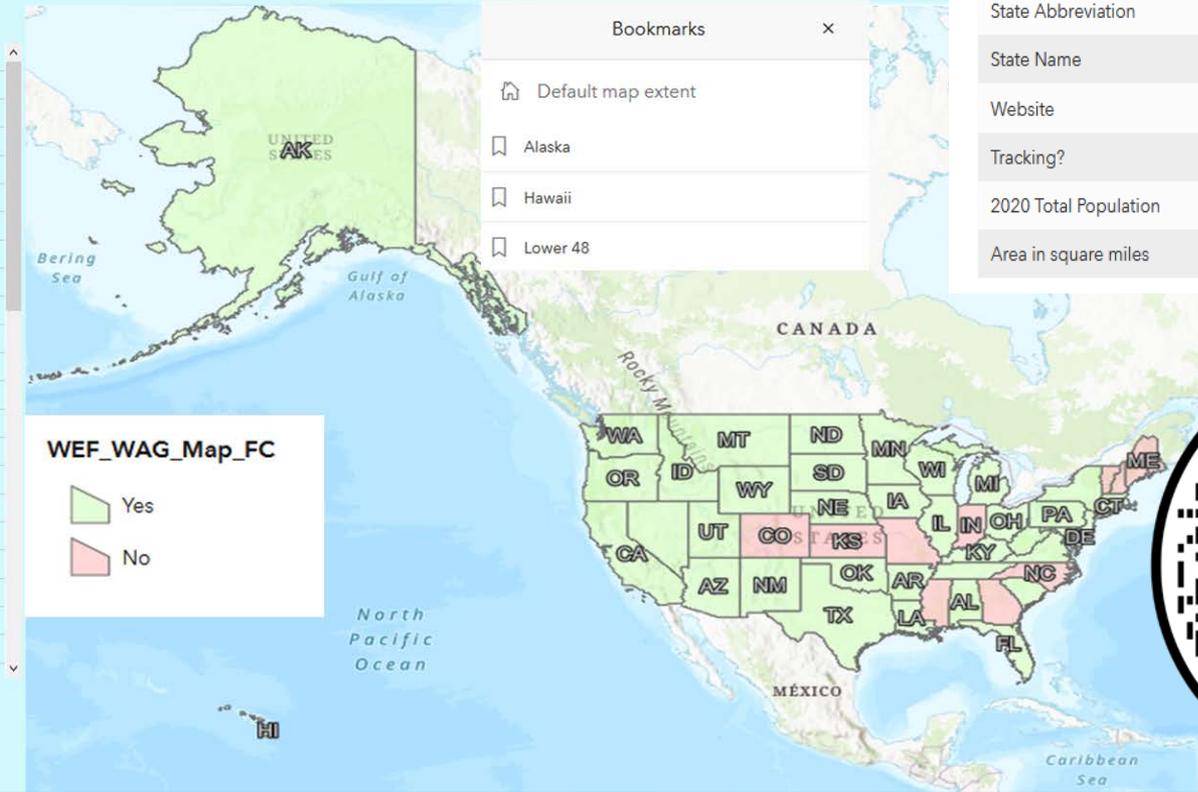
Advocacy GIS Map

Water Advocacy Map
State Legislature Bill Search



SELECT YOUR STATE:

- Alabama, Bill Tracking? (Yes)
- Alaska, Bill Tracking? (Yes)
- Arizona, Bill Tracking? (Yes)
- Arkansas, Bill Tracking? (Yes)
- California, Bill Tracking? (Yes)
- Colorado, Bill Tracking? (No)
- Connecticut, Bill Tracking? (Yes)
- Delaware, Bill Tracking? (No)
- District of Columbia, Bill Tracking? (Yes)
- Florida, Bill Tracking? (Yes)
- Georgia, Bill Tracking? (No)
- Hawaii, Bill Tracking? (Yes)
- Idaho, Bill Tracking? (Yes)
- Illinois, Bill Tracking? (Yes)
- Indiana, Bill Tracking? (No)
- Iowa, Bill Tracking? (Yes)
- Kansas, Bill Tracking? (No)
- Kentucky, Bill Tracking? (Yes)
- Louisiana, Bill Tracking? (Yes)
- Maine, Bill Tracking? (No)
- Maryland, Bill Tracking? (Yes)
- Massachusetts, Bill Tracking? (Yes)
- Michigan, Bill Tracking? (Yes)



Bookmarks x

- Default map extent
- Alaska
- Hawaii
- Lower 48

Zoom to Pan

State FIPS	34
State Abbreviation	NJ
State Name	New Jersey
Website	View
Tracking?	Yes
2020 Total Population	9,288,994
Area in square miles	7,511.57



1. Click the state in the list to zoom to it.
2. Click the state's shape for details.
3. Click "View" to browse to their website.
4. Click the state again to zoom back out.

WEF Water Advocates Program

How YOU can help NOW!



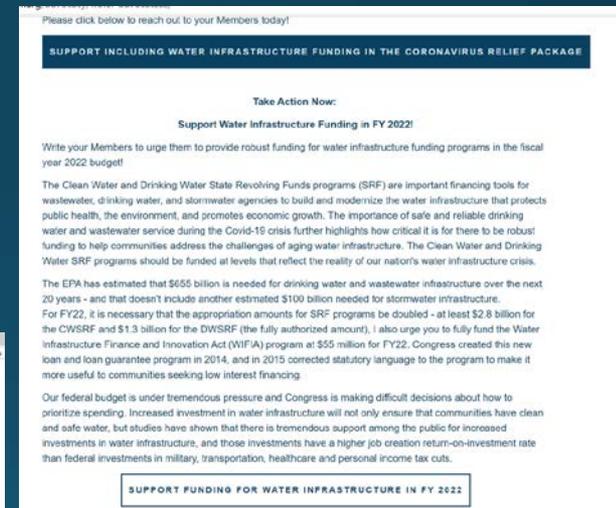
1. Go to: bit.ly/wef-water-advocates



2. Click the call-to-action buttons:
- FY24 Water Infrastructure Appropriations
 - Co-sponsor Wipes Labeling Legislation
 - PFAS Liability Exemption

3. Fill out your info!

4. Share on social media!



SUPPORT FUNDING FOR WATER INFRASTRUCTURE IN FY 2022

WEF Contact:
Amy Kathman
akathman@wef.org

Water Advocacy Workgroup

*Putting the 'Work' into
Workgroup*



THANK YOU FOR YOUR PARTICIPATION



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THANK YOU FOR YOUR PARTICIPATION

BREAK



SPECIAL THANKS TO OUR SPONSORS



IPEX

Proud communication partners with **24** WEF MAs

- Magazines
- Websites
- Directories
- Mobile Apps

Craig Kelman & ASSOCIATES

kelmanonline.com





Meanwhile in Canada...

Two American tourists were driving through Nova Scotia, Canada. As they were approaching Shubenacadie (shoe-been-aack-id-dee), they started arguing about the pronunciation of the town's name. They argued back and forth until they stopped for lunch. As they stood at the counter, one tourist asked the employee, "Before we order, could you please settle an argument for us? Would you please pronounce where we are... ver-r-ry slo-o-o-w-ly?"





The waitress leaned over the counter and said:
"Tiiimmmmm Hoorrrrttoooonns..."



Fostering relationships with Emerging Leaders: Benefits to the Organization and Industry at Large

Lindsay Anderson



Faculty of Engineering
Dalhousie University
Halifax, NS Canada

waterstudies.

CENTRE FOR WATER RESOURCES STUDIES | DALHOUSIE UNIVERSITY

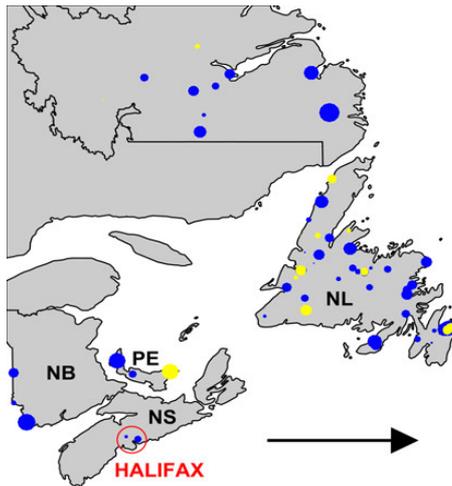
About me (Lindsay)



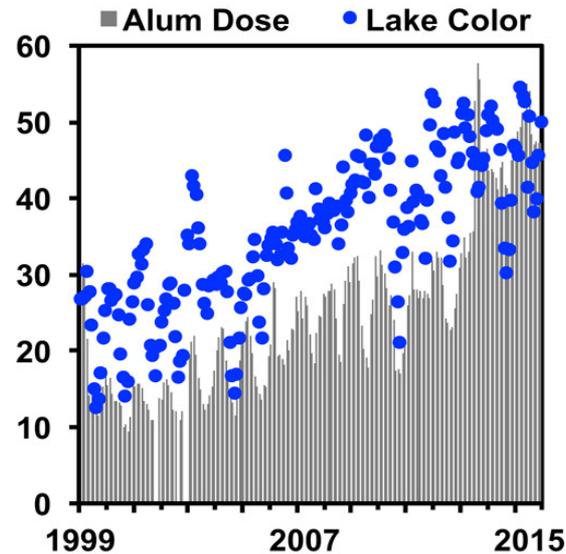
- Director of Member Involvement
- B Eng (Env Eng), MASc and PhD (Civil Eng) at Dalhousie University
- Research on various aspects of drinking water and wastewater treatment in Atlantic Canada
- Currently focusing on clean water & climate



About me (Lindsay)



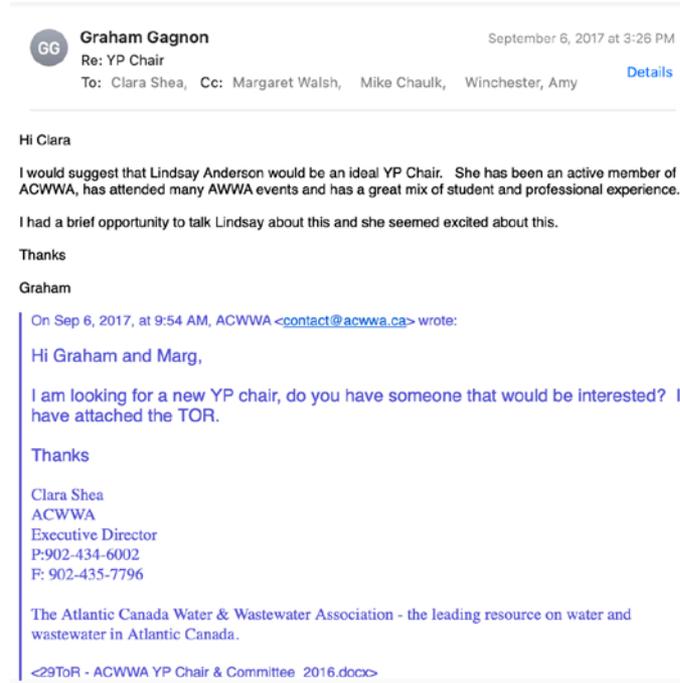
- Increasing DOC
- Decreasing DOC



- Anthropogenic and climate impacts to source and receiving water quality
- Implications for treatment
- Advanced treatment adaptations for a changing climate

My (Lindsay's) path as an Emerging Leader

- 2010 – First student presentation at ACWWA conference, became AWWA member, began attending Young Professional events
- 2012 - 2016 – Regularly attended local and national conferences, did some volunteering at conferences
- 2017 - 2020 – Young Professionals Committee Chair, actively engaged in conference planning, attended AWWA and WEF Leadership Summits
- 2020 - current Director of Member Involvement, helped establish IDE Committee, changed from “Young Professionals” to “Emerging Leaders”



Researcher to Researcher

JOSEPH E. GOODWILL,
COLUMN COORDINATOR

JENNIE RAND AND KEVIN BERGSCHNEIDER



The “Grahampire”: The Broad Impacts of Excellence in Water Research



Rand



Bergschneider

In the Atlantic Canada section (ACWWA) of AWWA, there is a closely knit network of people in the water industry that can be tied to one person: Graham Gagnon. It has been dubbed by those in the network as “the Grahampire.” The Grahamdroids, or Grahaphites, who have spread out over the Atlantic provinces and beyond, have been supervised by Gagnon during masters and doctoral studies at Dalhousie University, where Gagnon is a professor in the Civil and Resources Engineering Department, the Natural Resources and Engineering Research Council (NSERC) Industrial Research Chair in Water Quality and Treatment, and the director of the Centre for Water Resources Studies. He is also the director of the ACWWA.

Gagnon received his BSc degree in engineering with distinction in environmental engineering from the University of Guelph (Ont., Canada). He graduated in 1998 from the University of Waterloo (Ont., Canada) with a PhD in civil engineering. His thesis was titled “Utilization of Biodegradable Organic Matter by

his thesis advisor was Peter M. Huck, a prior AWWA A.P. Black Research Award recipient. In January of that same year, Gagnon moved to Halifax to begin his career at Dalhousie University.

Shortly after his arrival in Nova Scotia, Gagnon contacted Halifax Water to let them know he had arrived and was open to collaborative research. The relationship between the two has developed significantly since then into one of the most successful research-utility partnerships in Canada. As a researcher, Gagnon has published over 140 journal articles; has generated \$30 million in grants and contracts at Dalhousie University as principal investigator (PI) or co-PI and \$8.2 million in research funding over three successive five-year terms of the NSERC Industrial Research Chair program; and has supervised more than 100 student researchers at Dalhousie University.

Halifax Water has always been a strong supporter of ACWWA, and this encouraged Gagnon to volunteer his time as the chair of the Young Professionals Committee in



Emerging Leaders are the future of water...



Inclusion Diversity and Equity is a priority for EL's

- Emerging Leaders are active members of the Inclusion Diversity and Equity committee and vice versa
- Recent changes:
 - “Young Professional” to “Emerging Leader”
 - Moving away from age restrictions towards “early career” view
- Our definition of an Emerging Leader is not fixed, and is adaptable as we continue to learn



The background of the slide features a serene landscape with three wind turbines on a forested hillside, their forms reflected in a calm body of water. The entire scene is overlaid with a semi-transparent blue filter. A bright yellow rounded rectangle is positioned in the center, containing the main title text.

Intentionally Fostering Relationships with EL's

Create a supportive environment that fosters inclusion

- EL's are more likely to volunteer and participate if they feel included, valued, and part of a community – sense of belonging
- Take time to engage in intentional conversations
 - Ask about their interests and passions regarding water
 - Tell them how you got involved, be relatable
- Offer ongoing mentorship and support
 - Regular check-ins, guidance on career development, and support for personal and professional growth
- Encourage participation



Provide meaningful opportunities for Emerging Leaders

- Give EL's the chance to take on new challenges and responsibilities – create/support a culture of learning
- Training
 - AWWA/WEF Young Professionals Summit
 - WEF Water Leadership Institute
 - IDE programs – integration at EL level means it will be embedded in the future
- Create scholarships or funding opportunities
- Encourage EL's to participate at board level
 - e.g., Involvement with EDI committee, strategic planning, conference planning



ACWWA
YP Summit

To: lindsay.anderson@dal.ca

2017-12-12



Hi Lindsay,

It was great to meet you. I am looking forward to working with you! You are fantastic- the board loved you! I think you are going to be in the AC world for many years – consider yourself adopted.

See attached, page 4. You can register for the YP summit from here. Please book your flights and I will reimburse right away. ACWWA will cover flight, hotel and meals.

Please let me know if you have any questions.

Thanks

Clara

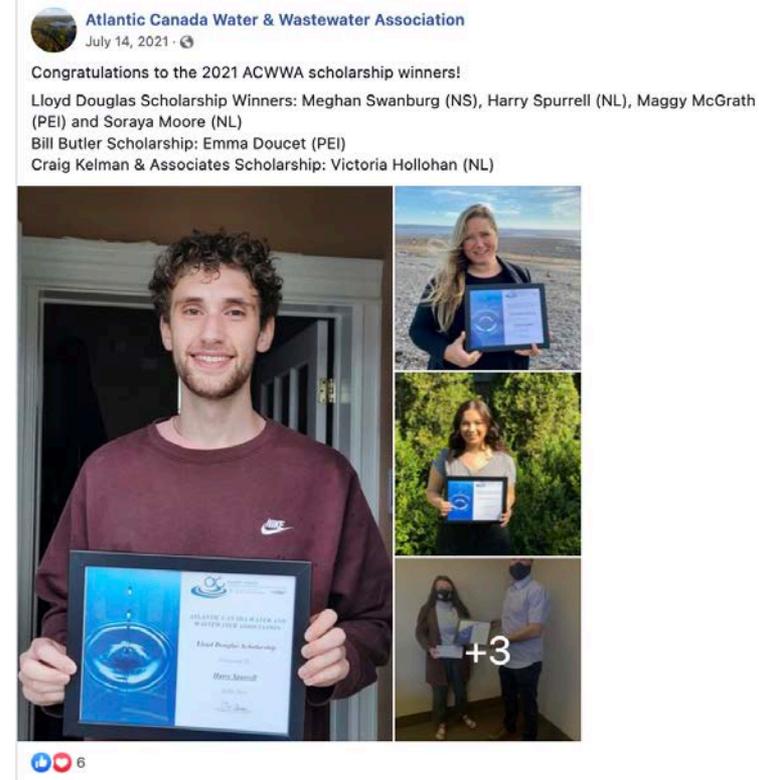
Be open to innovative ideas and new ways of thinking

- “The most significant barrier I’ve noticed so far in the water industry is **resistance towards new ideas.**”- Current EL student
- As senior or established leadership, be open to new or other ways of thinking
 - What worked in the past for the association might not work for the future
 - Support leadership through innovative/creative thinking, IDE intentions
 - New generation of EL’s may have different needs

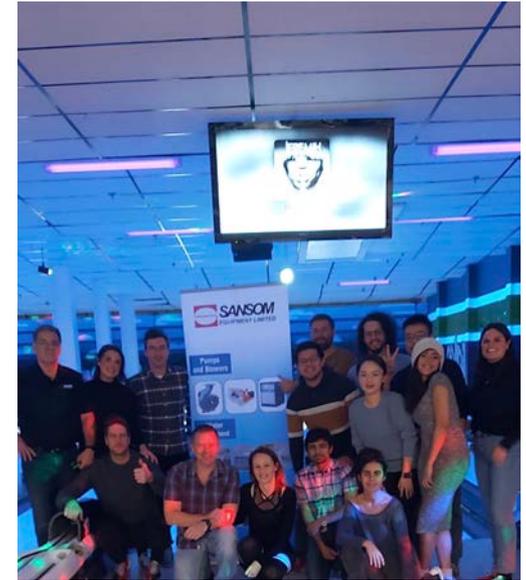


Recognize Emerging Leader contributions and celebrate success

- Section Emerging Leader of the year award
- AWWA Awards 5 Under 35 – Outstanding Young Professional Award (new)
- WEF - Outstanding Young Water Environment Professional Award
- Many scholarships
- Emerging Leader spotlight in quarterly magazine
- *Can you think of new ways to recognize and celebrate EL's?*



Support and attend Emerging Leader events



Provide and receive feedback

- Provide constructive feedback and guidance on how to improve
 - Be specific and offer actionable advice that they can use to make positive changes
- Encourage emerging professionals to reflect on their strengths and areas for growth
 - Help identify their leadership qualities
- Ask for feedback in return from Emerging Leaders
 - what do they need from you and the association/federation to succeed?
 - IDE is key – needs vary
 - Need to consider new generation – millennial vs gen z



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**Benefits to the
organization & industry at
large**

Emerging Leaders share innovative ideas

Understanding the impacts of domestic wastewater microb communities on rapid ATP-based monitoring techniques for UV inactivation

Kyle Rauch, Allison Mackie, Brian Middleton, and Graham Gagnon
 Civil and Environmental Engineering, Dalhousie University

UV LEDs for Point of Use Drinking Water: A Pilot Study in Pond Inlet, Nunavut



Stephanie Gora, Tim Soucie, Carolina Ontiveros, Vincent l'Hérault, Graham Gagnon
 ACWWA Annual Conference 2018, Membertou, NS, September 2018

ON THE HORIZON YOUNG PROFESSIONAL SESSIONS

The Young Professionals Technical Session is organized by the YP Committee, which is an active group that offers engaging speaking, networking and volunteering opportunities for members of the ACWWA who are new to the water and wastewater industry. The group is made-up of engineers, researchers, operators, technical sales people, and managers. This year we are pleased to offer our second virtual YP Session, where five YPs in our industry will give exceptional technical presentations.

TAKING A CLOSER LOOK: ANALYZING THE LEAD AND COPPER CONCENTRATIONS IN NOVA SCOTIA SCHOOLS

Kalli Hood

PREDICTING THE OCCURRENCE OF GEOSMIN IN LAKE WATER

Paul Bjorndahl

AN EVALUATION OF BENCH AND PILOT-SCALE PRIMARY WASTEWATER TREATMENT PROCESSES TO MEET MORE STRINGENT WASTEWATER SYSTEM EFFLUENT REGULATIONS

Sydney Lowe

INVESTIGATION OF SEWER GRID BIOAUGMENTATION TO ENHANCE BIOLOGICAL TREATMENT PERFORMANCE AND MEET MORE STRINGENT DISCHARGE REQUIREMENTS

Zachary Bischoff

DETECTION OF SARS-CoV-2 IN WASTEWATER AND MUNICIPAL SOLIDS IN A CANADIAN PROVINCE WITH LOW PREVALENCE OF COVID-19

Emalie Hayes

2023 A VIRTUAL VISION YOUNG PROFESSIONAL SESSIONS

Join us for six exceptional presentations from Young Professionals in our industry.

Evaluating the Addition of Microorganisms into the Influent of Wastewater Treatment Facilities
ZACHARY BISHOPF

Optimizing the use of dissolved air floatation technology to treat surface drinking water sources recovering from acidification
RYAN SWINAMER

Evaluating CoMag as a technology to decrease the total suspended solids and biochemical oxygen demand values at Halifax Water's Dartmouth Wastewater Treatment Facility
SYDNEY LOWE

Wastewater Treatment Facilities Effluent Discharge Impacts and Outlook to Surface Water
GILLIAN STANTON

Literature Review of the Potential Impacts of Climate Change on Boil Water Advisories in Canada
SARA MOGHADDAM

Predicting Drinking Water Advisories in Small Municipalities and First Nations Communities Using Artificial Neural Networks
COLE LARSON

Sponsored By:



A VIRTUAL VISION | 10

Past EL successes = a better future



FEATURE



Diversity in the Atlantic Canadian Water and Wastewater Industry

Jennie L. Rand,* Randy Lynn Newman,* Havana Hechavarria, Grace Brushett, and Kelly Dye

**The first two authors listed contributed equally to the writing of this article.*

38 JOURNAL AWWA • JANUARY/FEBRUARY 2022

Key Takeaways

A Canadian team researched how to attract and retain a diverse water sector workforce, which has been shown to support stronger organizations and their goals while cultivating inclusivity and equity in the industry.

Top research themes included commitment, sense of belonging, work-life balance, diversity climate, leadership, and meaningful engagement with underrepresented groups.

Interviews suggested current and changing views of the industry as white-male-dominated, developing strong leadership to improve employee retention, and adopting intentional practices and policies to support a strong diversity climate.

Layout imagery by Marissa De Mattio/Shutterstock.com

Diversity in the Atlantic Canadian Water Industry



WEFMAX Hosted by the Atlantic Canada WWA
Jennie Rand, Randy Newman, Havana Hechavarria & Grace Brushett

Past EL successes = a better future



Journal **AWWA**

Cover Story

Halifax Water's Lead Service Line Replacement Program Gets the Lead Out

Wendy Krkošek ✉, Melissa Healey, Caitlin Sampson, Adam McKnight

First published: 04 March 2022 | <https://doi.org/10.1002/awwa.1862>

[Read the full text >](#)

PDF TOOLS SHARE

Key Takeaways

Halifax, N.S., has been addressing concerns over lead in its water supply since the 1940s. Today, there are about 3,500 private-side lead service lines (LSLs) in Halifax Water's service area.

Research findings have guided Halifax Water in examining and modifying its approaches to LSL replacement, corrosion control, and sampling protocol.

Motivated by recommended US Lead and Copper Rule revisions, Halifax Water updated its lead removal program and later its Get the Lead Out program to be even more comprehensive.

Halifax Water makes the case for its accelerated lead pipe removal plan

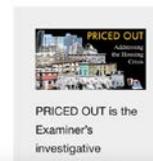
BY ZANE WOODFORD JUNE 1, 2020

Twitter Facebook



Lead pipes removed from the ground in Halifax last year. Photo: Zane Woodford

Search ...



Emerging Leaders are the future of the association



In the next 10 years, **37%** of the water utility workers and **31%** of wastewater utility workers **will retire**

We need **Emerging Leaders** to share knowledge and passion to ensure safe and sustainable water in the future...

Emerging Leaders look up to you for mentorship and leadership!



Fostering relationships with EL's is intentional

Thank you!

Lindsay.Anderson@dal.ca

**Special thanks to Dave Galbraith & Clara Shea for inviting me to speak at
WEFMAX and for their continued support**





WEF Strategic Plan MA Roll-Out

Life Free of
Water Challenges



Task Force Charter:

With the release of WEF's new strategic plan in WEFTEC 2022, there will be a need to distill the relevant contents of this plan to the Member Associations. This task force will strategize how best to connect WEF's strategic plan to Member Associations. While we assume that WEF already has a comprehensive communication plan for WEF membership, this Task Force will focus on effective communication of relevant actions out of the plan to Member Associations.

Casey Gish	Kam Law	Amy Baker	Mark Poling
Doug Pike	Leigh Thomas	Steven Drangsholt	Haley Goddard
Erin Longworth	Leanne Scott	Ellen Frketic	Janine Burke-Wells
Diane Grossenheider	Mike Welke	Bill Davis	Mandy Sheposh

Resources: Strategic Plan (SP) information on www.wef.org/amplify and www.wefwaterfuture.org



AGENDA

- **WEF Strategic Plan – Mission & Vision**
- **Strategic Plan Goals**
 - Review
 - Table Group Activity and Sharing
- **Strategic Plan Core Values**
 - Review
 - Large Group Discussion and Sharing
- **Key Takeaways & Messages**

Life Free of Water Challenges

WEF Strategic Plan

Our Mission

Inspiring the water community in pursuit of human and environmental well-being

Our Vision

Life free of water challenges

Our Three-Year Outcome Statement

Amplify the stories of water to grow, strengthen, and diversify the water community





Member
Associations are
Critical to
Achieving the
WEF Strategic
Mission

WEF Strategic Plan

Mission: Inspiring the Water
Community
in Pursuit of Human and
Environmental Well-Being



Member
Associations are
Critical to
Achieving the
WEF Strategic
Vision

WEF Strategic Plan Vision: Life Free of Water Challenges

Our Strategic Goals

Goal 1

Attract and develop a diverse and passionate water workforce

Goal 1 Strategies

1. Raise public awareness about the importance of water and the water workforce
2. Reduce barriers to workforce entry and retention
3. Provide extraordinary opportunities for connection, growth, and education
4. Cultivate strategic partnerships

Goal 2

Cultivate a purpose-driven community to sustainably solve water challenges for all

Goal 2 Strategies

1. Drive connection and collaboration for the development of innovative solutions
2. Deliver best-in-class member experience
3. Creatively develop and deliver content and programming

Goal 3

Lead the transformation to the Circular Water Economy

Goal 3 Strategies

1. Convene stakeholders to craft WEF's Circular Water Economy framework and best practices
2. Proliferate WEF's Circular Water Economy framework and best practices
3. Champion adoption of Circular Water Economy
4. Eliminate barriers to Circular Water Economy adoption

WEF Strategic Plan - Goal 1

Goal 1: Attract and Develop a Diverse and Passionate Water Workforce

Raise Awareness of
Water Workforce
Importance

Reduce Workforce
Barriers for Entry
and Retention

Provide
Opportunity for
Connection,
Growth, Education

Cultivate Strategic
Partnerships

ACTIVITY

What Does Your
MA Do In Support
of Workforce
Development?

What Do You Feel
WEF Does in
Support
Workforce
Development?

WEF Strategic Plan - Goal 2

Goal 2: Cultivate a Purpose-Driven Community to Sustainably Solve Water Challenges for All

Drive Connection and Collaboration for Innovative Solutions

Deliver Best-In-Class Member Experience

Creatively Develop/Deliver Content and Programming

ACTIVITY

What Does Your MA Do to Cultivate a Purpose Driven Community?

What Do You Feel WEF Does to Cultivate a Purpose Driven Community?

WEF Strategic Plan - Goal 3

Goal 3: Lead the Transformation to the Circular Water Economy

Convene Stakeholders to Craft WEF's Circular Water Economy Framework and BPs

Proliferate WEF's Circular Water Economy Framework and BPS

Champion Adoption of Circular Water Economy

Eliminate Barriers to Circular Water Economy Adoption

ACTIVITY

What Does Your MA Do to Lead the Circular Water Economy Effort?

What Do You Feel WEF Does to Lead the Circular Water Economy Effort?



WEF Strategic Plan - Goal 1

Sharing
Presentations

Notes:



WEF Strategic Plan - Goal 2

Sharing
Presentations

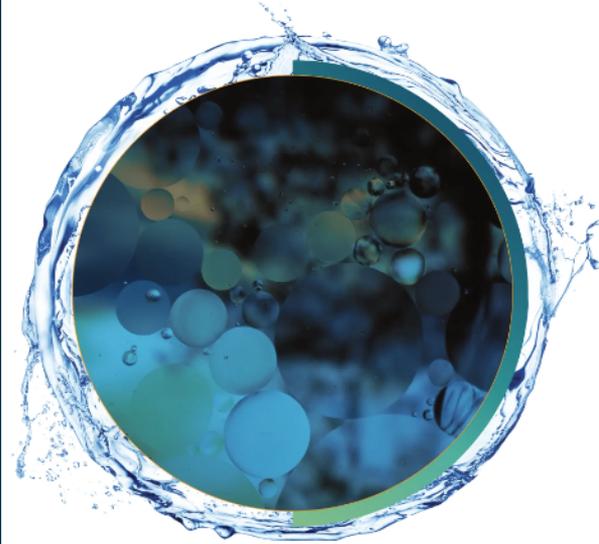
Notes:



WEF Strategic Plan - Goal 3

Sharing
Presentations

Notes:



WEF
**Circular Water
Economy Summit**
shaping the business of water

July 18-20, 2023 | Nashville, Tennessee USA

The Water Environment Federation is bringing together water professionals from the food and beverage; pulp, paper, and packaging; and energy industries to share lessons learned and identify new solutions to managing water profitably and sustainably.

Participants will come away with a clear sense of how they and their organizations can implement a circular water system and help shape the business of water.

Register for the Circular Water Economy Summit :
www.wef.org/events--education/conferences/circular-water-economy-summit/

Our Core Values



Lead boldly with purpose and agility



Focus on our customers through empathy and service



Collaborate for collective impact



Integrate Diversity, Equity, and Inclusion in all we do

WEF Strategic Plan – Core Values

Lead Boldly with
Purpose and Agility

Focus on Customers
Through Empathy &
Services

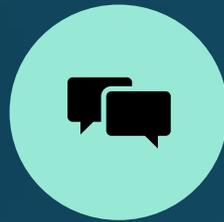
Collaborate for
Collective Impact

Integrate Diversity,
Equity & Inclusion in
All We Do

Discussion:

How Does and/or
How Can Your MA
Incorporate WEF's
Core Values to the
Benefit of the MA and
WEF Mission?

Key Takeaways & Messages



WHAT KEY
TAKEAWAYS
FROM TODAY'S
EXCHANGE
WOULD YOUR
MA LIKE TO
SHARE WITH
WEF
LEADERSHIP?



WHAT
MESSAGES
REGARDING THE
WEF STRATEGIC
PLAN ROLLOUT
ARE IMPORTANT
TO CONVEY TO
WEF
LEADERSHIP?



THANK YOU FOR YOUR PARTICIPATION

Tools & Resources

www.wefwaterfuture.org

www.wef.org/amplify

WEFMAX Wrap

**Stephen Sanders, Board Trustee
Water Environment Federation**

**Jason Phillips, Chair
Atlantic Canada WWA**