



**COLORADO
WATER CENTER**
COLORADO STATE UNIVERSITY

Diversity, Equity, Inclusion (DEI) in Water

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Agenda

- ① Colorado Water Center DEI Program
- ② Water Equity
- ③ Diverse Water Workforce
- ④ Language Justice
- ⑤ Get involved



Colorado Water Center

- **Mission**

Addresses water issues affecting Colorado communities through meaningful collaboration and engagement, education and training, and applied research.

- **Focus Areas**

- **Water Workforce Development**

- Education, training, student internships, scholarships, networking opportunities

- **Diversity, Equity, and Inclusion (DEI) in Water**

- Programs that promote equitable access to water resources, diverse water workforce, integration of DEI practices in water field
- Water Fellows Program

- **Agricultural Water Management**

- Research and promote adoption of low water crop management practices



Environmental Injustice

Protégeate Colorado Latino Climate Justice Policy Handbook (pg. 10)

Different access to environmental benefits

- Green spaces, clean air, water

Exposure to environmental harms

- Pollution

Communities with less power, wealth, and privilege are more likely to live next to polluted areas

- Industrial zones, power plants, hazardous waste facilities, highways
- "Genetic diseases"

Extreme Climate Events

Mobile Home Parks

HB22-1287, officially dubbed "Protections for *Mobile Home Park* Residents"

Water Equity

US Water Alliance

Ensuring all people have clean, safe, affordable drinking water and wastewater services

- Affordability
- Access to infrastructure
- Water Quality

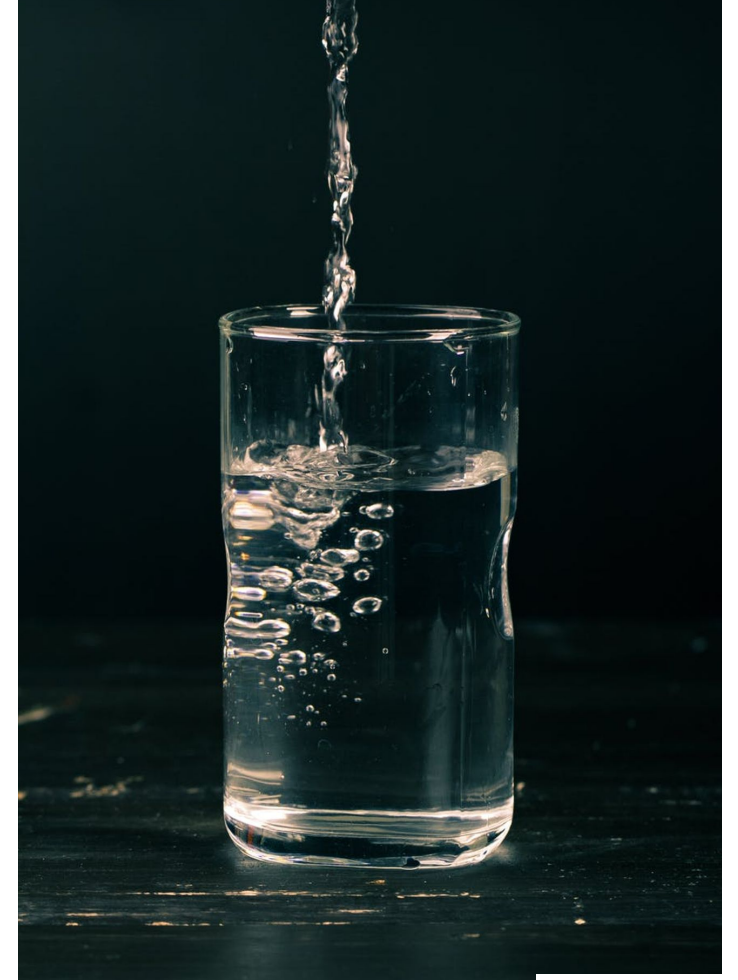
Communities share in the economic, social, and environmental benefits of water systems

- Workforce development
- Contracting and procurement
- Neighborhood revitalization

Communities have a role in the decision-making process for water management

Resilience in the face of floods, drought, and other climate risks

- Planning and assessment
- Funding
- Project delivery



MADE WITH

beautiful.ai

Diverse Water Workforce



Water Fellows

Colorado State University

20 students

15 Majors

1st Year (2), 2nd Year (1), 3rd Year (3), 4th Year/ 5th Year (6), Masters (6), Ph.D. (2)

Denver

Metro State University - One World, One Water Center

5 students

4 Majors

3rd year (2), 4th/5th year (2), Masters (1)



Equitable Access to Information

Cuadernos de

**Gramática
española**

250 ejercicios para
competencia
léxica



Interpretation and Translation Services

- 1 Translation**
Translation of written content from one language to another
- 2 Interpretation**
 - Simultaneous interpretation
 - Virtual or in-person
- 3 Community Language Cooperative**
 - <https://communitylanguagecoop.com/>
- 4 Language Justice Training**



Language Justice Initiative Components

Language justice is the ability to communicate and listen in the language in which we feel most comfortable - the language of our heart. - Community Language Cooperative



Translate Existing Educational Materials



Offer bilingual classes (English and Spanish)



Create Spanish Resources Webpage



Any new materials will be bilingual

Inclusion

WE WELCOME

ALL RACES AND ETHNICITIES

ALL RELIGIONS

ALL COUNTRIES OF ORIGIN

ALL GENDER IDENTITIES

ALL SEXUAL ORIENTATIONS

ALL ABILITIES AND DISABILITIES

ALL SPOKEN LANGUAGES

ALL AGES

EVERYONE.

WE STAND HERE WITH YOU

YOU ARE SAFE HERE

* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangum and Jason L...



Reframing our Outlook

- Reframing mindsets
"Spanish materials are not being used" to "**We are not adequately reaching Spanish speakers**"
Disadvantaged Community to **Underserved community**
- Examine existing Diversity, Equity, and Inclusion Initiatives
What is working well, where can improvements be made?
Opportunities to increase staff knowledge of DEI practices?
- Ensure diverse representation
- "**Sit with the discomfort**"



Path Towards DEI

- Learn
- Listen, be authentic
- Relationship building - Working with "community connectors"
EJ Taskforce Recommendations
- Community led identification of issues
- Marketing to diverse groups
 - Rebates vs grants
- Remove as many barriers to engagement as possible
In-person, virtual, childcare, food, incentives (gift cards)
- You will make mistakes. Learn from them and improve.



Resources

- [Colorado Environmental Justice Task Force Final Report of Recommendations](#) (Based on the Environmental Justice Act (HB21-1266))
- [Protégete Colorado Latino Climate Justice Policy Handbook](#) (Conservation Colorado)
- [Latino Climate Justice Framework](#) (GreenLatinos)
- [Water Justice Toolkit: A Guide to address environmental inequities in frontline communities](#) (American Rivers)
- [Equitable Water Infrastructure Toolkit](#) (River Network)
- [Advancing Water Equity Across the Water Sector: A Toolkit for Utilities](#) (US Water Alliance)
- [Water Equity Taskforce - Insights for the Water Sector](#) (US Water Alliance)

Ways to Engage

Support the Water Fellows Program



Select Support Another Fund

Colorado Water Center Education and Research
Fund



Be an advocate and/or ally for Diversity, Equity and Inclusion



Examine how you can incorporate language justice into your organization



Learn



Sponsor a Water Fellow (or several)

\$1,000 provides funding for one student for one year



Share your water expertise with students



(Organization) Host a Water Fellow Summer Intern



Thank you!

- **Contact Information**

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