How to Develop a Roadmap to Achieve Equity in Your Community

EcoDistricts Summit 2019
Nov 5, 2019

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Achieving Equity through Workforce Development

+ Utilizing workforce development to achieve equity in your community
+ Address historic inequities
+ Identify opportunities to address workforce shortages and concurrently drive economic growth
+ Employ communities where infrastructure investments are located
+ Generate green jobs
Renewing the Workforce

- 2.3 million young adults are out of work in large cities and counties nationwide, totaling 17 percent of young adults ages 18 to 24
- Baby boomers are projected to retire from the water sector at up to 50% in the next to 5-10 years
Inequities & Opportunities in Underserved Communities

Communities nationwide include underserved communities disproportionately impacted:

+ Historic redlining
+ Storm events
+ Flood-prone areas
The goal is to develop stewardship strategies and programs to educate citizens and the next generation of workers to help

• Develop workforce
• Promote capacity building
• Develop employment opportunities
• Skill building
• Knowledge transfer to foster sustainable practices in the long run to improve water quality
San Francisco Public Utilities Commission

Utility leader in the intersection of water infrastructure and workforce development

- Community Benefits Policy
- Environmental Justice Policy
- Water Workforce Legislation
- Social Impact Partners
City of Atlanta Department of Watershed Management

- Water Equity Roadmap: Workforce Development
- STREAM Work
- Environmental Impact Bond
- Greening Youth Foundation
- Preparing Adult Offenders to Transition through Training and Therapy (PAT³)
Water Equity Taskforce

7 cities anchored by utilities in partnership with community-based organizations to achieve water equity nationwide:
Louisville Metropolitan Sewer District

• Water Equity Roadmap: Workforce Development
• Community Benefits Program
• Summer Works
Camden County Municipal Utilities Authority

- Water Equity Roadmap: Equitable & Resilient Water Management
- Camden Collaborative
- Greening Camden City
- Camden SMART (Stormwater Management and Resource Training) Initiative
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Forward-Looking Statement Disclaimer

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