

Water Leadership Development Open House

August 24, 2023

2pm ET / 1pm CT / 12pm MT / 11am PT



Music: www.bensound.com

WATERNOW ALLIANCE

Today's Speakers



DR. TIM WORLEY
Senior Advisor
Ortega Strategies Group



LAURA LIPPS
Director, Non-Degree Programs
Nicholas School of the Environment,
Duke University



ALEXANDRA CAMPBELL-FERRARI
Executive Director, The Center for Water
Security and Cooperation



EMERSON O'DONNELL
Program Manager
WaterNow Alliance



VERONICA HOTTON
Education Manager
Green Infrastructure Leadership
Exchange



REGAN WILHELM
Environmental Protection Specialist
Department of Energy &
Environment



ALFRED WALFALL
Graduate Civil Engineer
Philadelphia Water Department



BECKY ANDERSON
Program Manager
WaterNow Alliance

Agenda

- Goals for this Session
- About WaterNow
- Presentations from the Leadership Development Programs
- Breakouts
- Report Back



PLEASE COMPLETE OUR WEBINAR EVALUATION!

OUR MISSION

ENGAGE

our growing network and connect them to opportunities, ideas, data, resources and one another

ADVOCATE

for a sustainable water future by eliminating barriers and advancing solutions through our policy work

DEMONSTRATE

success by showcasing strategies that communities can replicate and scale

A forum and network of local water leaders advancing sustainable, affordable, equitable and climate resilient water strategies

Leadership Development Open House

Join us to learn about four water Leadership Development Courses available to emerging leaders in the water utility sector.



Participating Programs:



AWWA / WaterNow Transformative Water Leadership Academy



Duke University's Water Innovation Leadership Development Program



The Center for Water Security and Cooperation's Water Access and Equity Lab



GI Leadership Exchange, Leadership Learning Circle

TRANSFORMATIVE WATER LEADERSHIP ACADEMY



TRANSFORMATIVE WATER™
LEADERSHIP ACADEMY

Great water utility leaders aren't born;
they're developed.



American Water Works
Association



waternow
alliance



TRANSFORMATIVE WATER
LEADERSHIP ACADEMY

Sustainable Community Leadership Principles

“If you want to make meaningful contributions to your community, the environment and your organization, but maybe aren't sure how to do that... this program is perfect for you!!”

~Melissa Gray

Utilities Operation Manager
City of Tulsa Water and Sewer
Department

TWLA 2023 Cohort Graduating Class

Address Climate
Change

Protect Public Health

Advance Diversity,
Equity & Inclusion

Safeguard the
Environment

Strengthen Public Trust

Inspire Innovation

Build Community



TRANSFORMATIVE WATER
LEADERSHIP ACADEMY

10 Months ~ Hybrid Learning/Development



Leadership Skills



Virtual Sessions



In-Person Workshops



Capstone Projects



Small Groups



Mentoring

“When in doubt, just say yes! The time, money and effort were well worth it to help and achieve your leadership goals. This was through the focused conversations and training over the 10-month period which allowed for growth and practice.”

~Emily Stahl, Manager

Technical Services, City of Guelph, ON
TWLA 2023 Cohort Graduating Class



TRANSFORMATIVE WATER
LEADERSHIP ACADEMY

2024 TWLA Timeline

- Apply by **9/4/23**
- Program Jan. – Oct. 2024
 - Workshops – Feb/Oct
 - 6 Virtual Session (2 x 2 hrs)
 - Small groups / Mentoring
 - Capstone project –
September



Eligibility Criteria and Program Requirements



- 3-10 years in water sector
 - Supervisor/Manager
- Travel – 2 Workshops
- Capstone project
- Free / Low tuition

For More Information



TIM WORLEY

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www.AWWA.org/TWLA



Duke

NICHOLAS SCHOOL
of the ENVIRONMENT

WILD:

Water Innovation
Leadership Development

An executive education program for rising leaders in
water services management

Are you....

- ◆ **A creative, ambitious emerging leader at a public water, wastewater, or stormwater utility?**
- ◆ **Passionate about community and water equity?**
- ◆ **Developing a career in public water services management?**
- ◆ **Motivated to lead utilities into the future?**

Leadership Learning at Duke Environment



WILD Program Schedule



February 23-25, 2024:

Opening Retreat
Duke University
campus
Durham, NC

5 Monthly virtual
sessions

75 minutes each

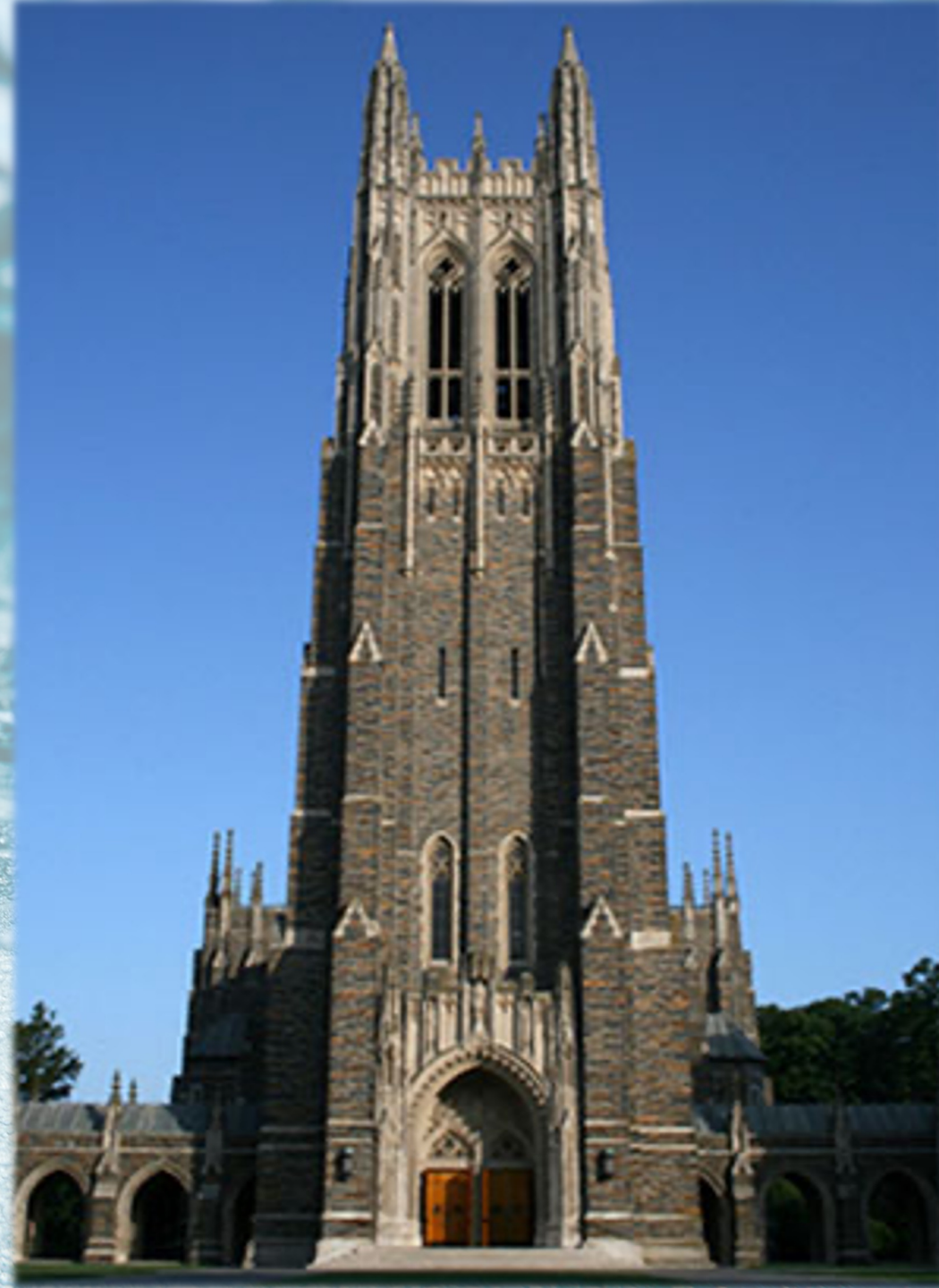
September 6-8, 2024:

Closing Retreat
Duke University
campus
Durham, NC

The Duke WILD Lens

Core leadership skills, **practice** and **application** in:

- ◆ Personal, organizational, and community leadership
- ◆ Leading utility change and innovation
- ◆ Leading for community and water equity
- ◆ Leadership communications







*“Duke WILD has provided valuable tools, a different perspective and approach to the day-to-day challenges we face as leaders. The program has **helped me see other ways** to provide leadership and growth to the NMB Water team; this includes **how to ask the right questions to get the best results** and better understanding of the situations we encounter. I learned to build upon the skills of **conflict resolution, project buy-in, leading effective meetings**, among others. In addition, I was challenged to **innovate changes** on how to support operations of the utility and now I feel more confident leading my team.”*

Andrea Suárez Abastida

Director of Public Utilities | NMB Water | City of North Miami Beach, FL

*“The Duke WILD Program has been an amazing opportunity **at a critical time in my career**. Duke WILD has been essential to my professional growth as a leader. It has been an honor and privilege to learn from, contribute to, and **build upon the lived experience of so many dynamic leaders in the same industry**. The program has **stretched me** into taking an **introspective view of my management style** and has challenged me to implement innovative changes to the way we operate within our team at my agency. The Duke WILD program has refined and strengthened my leadership capabilities, capacity, and qualities.”*

Ronnie Versher, Jr.

Director of Community Benefits | San Francisco Public Utilities Commission | San Francisco, CA



Duke

NICHOLAS SCHOOL
of the ENVIRONMENT

Apply Now:

Applications open through November 20, 2023

Contact us:

dukeenvironplus@duke.edu

Program Director: laura.lipps@duke.edu

Becoming a Water Utility Leadership Fellow in the Water Access and Equity Lab

Overview of the program

Thursday, August 24, 2023

OBJECTIVES

1. Provide an overview of the Water Utility Leadership Fellowship at the CWSC's Water Access and Equity Lab
2. Encourage emerging utility leaders to register their interest in applying!

PURPOSE OF THE FELLOWSHIP

- Create a space for emerging utility leaders to:
 - learn about and become comfortable discussing issues of access, affordability, and assistance, with a specific focus on the Federal, State and Local laws and policies governing those topics
 - network with fellow utility leaders, the community served by your utility, and other stakeholders involved with water and sanitation provision and protection
 - learn more about the operations and management of your utility, and the experiences of your community
 - build a stronger relationship with the community and households served
 - bring visibility to and help advance equity, access, and affordability within and outside of your utility and community
 - develop a Water Access and Affordability Policy for your utility**

WHY PARTICIPATE?

- Develop a tailored policy:** At the conclusion of this project, each utility will have a unique Water Access and Affordability Policy (WAAP) tailored to the needs and challenges of their utility and its community, designed by and for the utility and reflecting input from the community.
- Better understand your utility and community:** Fellows will carry out a Utility and Household Questionnaire to better understand needs and challenges of the utility and community.
- Create tools for the future:** Utilities will have access to tools for tracking and reporting the impact of the Water Access and Affordability Policy during annual reviews.
- Develop skills for the Future:** Fellows will better understand and apply best practices in achieving greater equitable access to water and more affordable water.
- Experience side-by-side coaching:** Fellows will receive side-by-side training that sets them up for success in leadership positions and makes them stand out today.
- Build a peer network:** Fellows will participate in convenings that grow their networks, and expose them to alternative experiences, approaches, and perspectives. These networks will serve as a resource and sounding board for them in the future.
- Build recognition and reputation:** Fellows will experience greater recognition, deeper credibility, and a growing network as they work to increase visibility of and responsiveness to equity, access, and affordability challenges.
- Achieve greater equity:** With the prioritization of equity and access by the utility and adoption of a WAAP, low-income and vulnerable households will be supported and ensured continued access to water.

THE PROGRAM

Fellows will:

- Participate in 5 virtual learning, interactive workshops with guest lectures from utility and community experts
 - Topics have included: measuring “access to water”; reflecting principles of access and equity in law; reflecting principles of access and equity in utility policy
- Host an on-site meeting with CWSC staff
- Participate in periodic one-on-one calls with CWSC staff
- Attend a Convening of Fellows in Washington D.C. to exchange experiences and ideas and start developing your Water Access and Equity Policy
- Build a network with utility colleagues within and outside of your utility
- Strengthen relationships with the community and other community-based stakeholders helping to ensure access and affordability
- Learn more about their utility and community by gathering information through the Utility and Household Questionnaires
- Develop a Water Access and Affordability Policy for their utility

OUR INAUGURAL COHORT!



Nine Fellows from **five** utilities

- Baltimore City Department of Public Works
- Benton-Washington Regional Public Water Authority
- Buffalo Sewer Authority
- City of Philadelphia, Department of Revenue
- St. Paul Regional Water Services

WHO SHOULD APPLY?

- (1) Full-time employees of a water or wastewater utility,
- (2) Emerging leaders poised for a leadership position in 5-10 years, and
- (3) Candidates who have a demonstrated interest and passion in improving equitable access to affordable water and wastewater services.

All emerging water utility leaders are welcome to apply. Women and Black, Indigenous, People of Color, Latino/Hispanic, and other candidates from communities underrepresented in the water sector are particularly encouraged to apply. At this time, applicants must be employed by U.S.-based utilities; we hope to include non-U.S. utilities in future cohorts.

REGISTER YOUR INTEREST!

–*Anticipated* that applications will open for the next cohort in Early 2024.

–Register your interest in applying, and learn more, by visiting:

www.ourwatersecurity.org/waterlab.

–Reach out with questions to Alexandra Campbell-Ferrari at

alexandra@thecwsc.org /



the **green** infrastructure
leadership exchange

Advancing Equitable GI Implementation

Leadership Learning Circle & Peer Learning Programs



Presenters - Learning Circle Co-Chairs

- **Alfred Walfall (he/him)**

Philadelphia Water Department Graduate
Civil Engineer

- **Regan Wilhelm (she/her)**

Washington, DC Environmental Protection
Specialist

- **Veronica Hotton (she/her)**

Exchange Education Manager

2023 Annual Meeting in Philadelphia, PA

Green Infrastructure Leadership Exchange (the Exchange)

Mission: Activate local governments and stormwater agencies in the U.S. and Canada to implement green stormwater infrastructure (GSI) equitably.

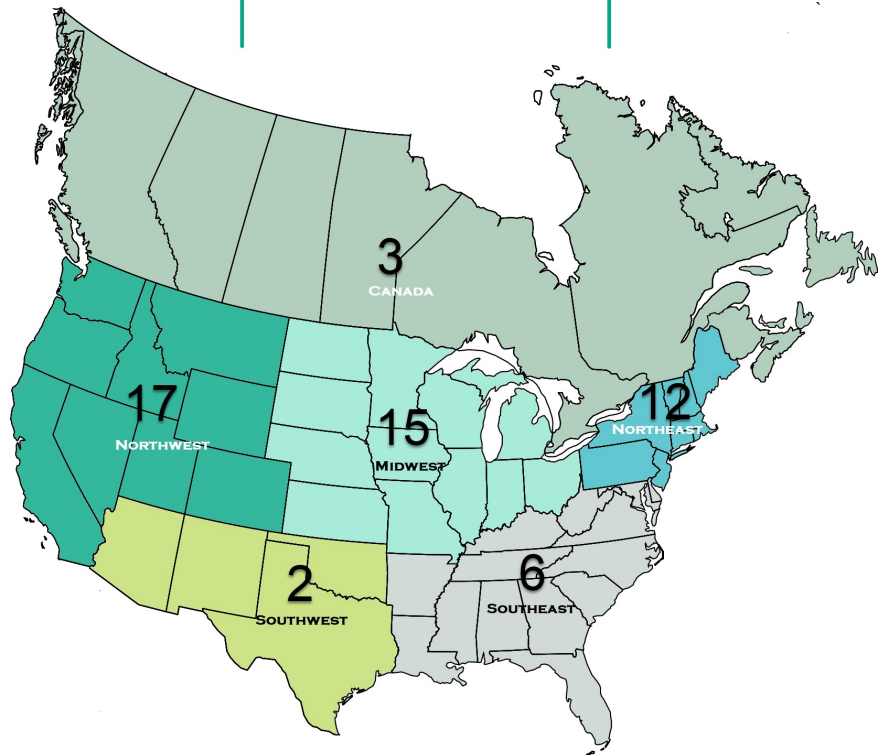


2023 Annual Meeting with Exchange Members at Love Park, Philadelphia, PA



55
MEMBER
ORGANIZATIONS

378
INDIVIDUAL
MEMBERS



We are a Social Impact Network, which is a “a group of individuals ... seeking to solve a difficult problem in society by working together, adapting over time, and generating a sustained flow of activities and impacts.”





A Social Impact Network

INDIVIDUALS: Local government GSI practitioners in the U.S. and Canada who are planners, landscape architects, engineers, environmental scientists, and other professionals.

PROBLEM: How do we utilize GSI to comply with regulatory requirements to manage stormwater, while also realizing co-benefits that will address historic inequities in impacted communities?

ACTIVITIES: (1) Peer Learning; (2) “Regrant” a Collaborative Grant Program for members; (3) Leadership and Community Engagement training; (4) Evidence-building (publications)

IMPACTS: Innovations in GSI practice that will ensure that GSI implementation lives up to the promise as a solution to both stormwater management and improving livability in impacted communities.

11th Street Bridge Project
Washington, DC



Lot transformation by the Philadelphia Water Department in the Hestonville Neighborhood



STRATEGIC PLANNING & POLICY COMMITTEE (SPPC) EXCHANGE'S DECISION MAKING BODY



Sarah Anderson
DENVER, CO

Stephanie Chiorean
PHILA., PA

Kate England
BOSTON, MA

Heidi Horlacher
VANCOUVER, BC

Sally Hoyt
RALEIGH, NC

Torrey Lindbo
GRESHAM, OR

Claire Maulhardt
HARRISBURG, PA

Irene Ogata
TUCSON, AZ

Beatrice Ohene-Okae
WASHINGTON, DC

Lisa Sasso
MILWAUKEE, WI

Andy Szatko
OMAHA, NE

Matt Wilson
TORONTO, ON

EXECUTIVE DIRECTOR

Barbara L. Hopkins, Esq., ASLA
(Parkville, MD)

EDUCATION MGR

Veronica Hotton, Ph.D.
(Portland, OR)

PROGRAM MGR

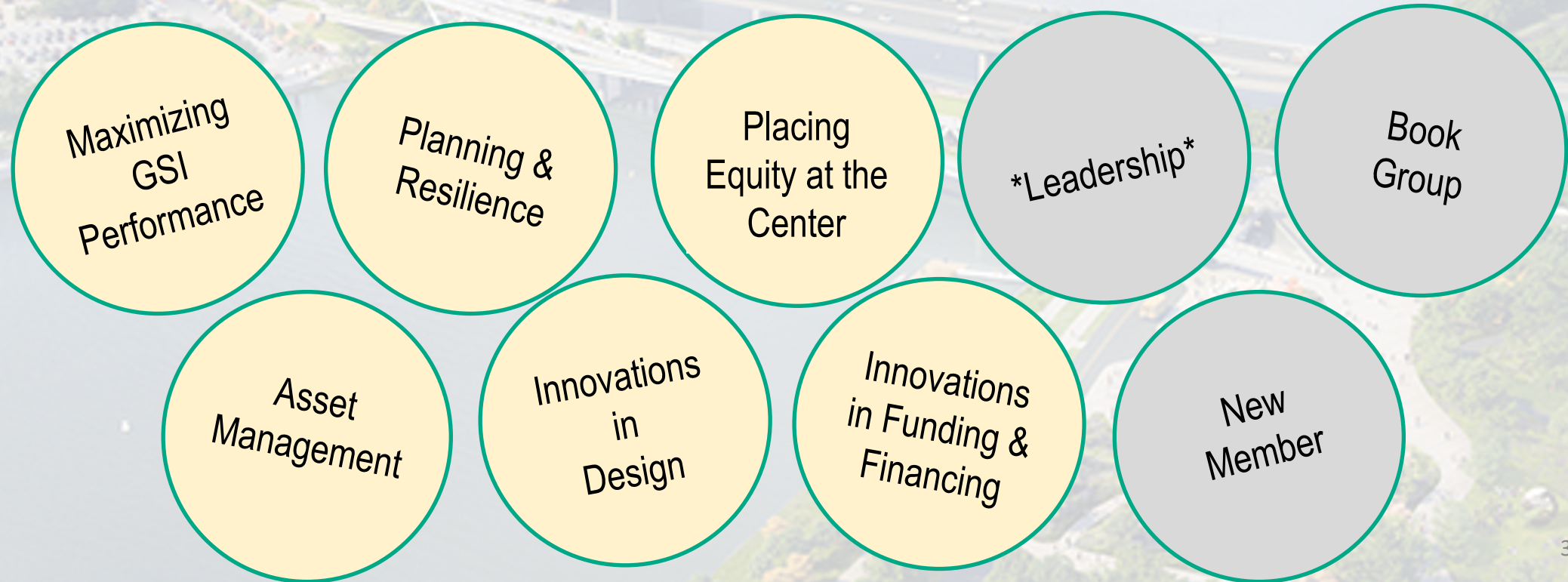
Tashalee Cruz
(New Haven, CT)

OFFICE MGR

Yanina Salerno
(Asheville, NC)



- 9 Learning Circles meet monthly and are facilitated by the Education Manager. There are 6 established circles (yellow shading and on left side) and 3 new circles for 2023-2024 (gray shading and on right side)
- In 2022-2023 the Exchange piloted an Adaptive Leadership for Transformational Change using the One Water concepts.
- For 2023-2024, the leadership programming transitioned into a new Learning Circle, which is Co-Chaired by the Education Manager and Exchange Members.





Leadership Circle Co-Chairs

- Alfred Walfall (he/him):
Graduate Civil Engineer, Philadelphia Water Department, PA
- Regan Wilhelm (she/her):
Environmental Protection Specialist, Washington, DC
- Veronica Hotton (she/her):
Exchange's Education Manager
veronica@giexchange.org
giexchange.org/peer-learning



The background of the slide is a dense, overlapping collage of colorful sticky notes. The colors include shades of blue, green, purple, and yellow. Each sticky note has a large, dark blue question mark drawn on it. The notes are scattered across the frame, creating a textured and busy visual effect.

BREAKOUT ROOMS

WATERNOW ALLIANCE



Report Back

JOIN THE ALLIANCE

LEARN MORE AND SIGN UP

www.waternow.org/join-the-leaders



WATERNOW ALLIANCE



THANK YOU

FOR MORE INFORMATION:

Visit waternow.org

Email eo@waternow.org, aw@waternow.org

WATERNOW ALLIANCE