

MWEA Diversity, Equity, and Inclusion Award Criteria



Purpose of the Award: Recognize an individual, group, municipality, or organization that has created, promoted, and maintained diversity and inclusion in MWEA and the water industry as well as remove barriers to involvement for historically underrepresented individuals.

MWEA recognizes the role of diversity, equity, and inclusion as being essential to the growth, structure, and continued success of any organization. Diversity, equity, and inclusion should be an inherent trait of any organization and is manifest in the mosaic of people who bring a variety of backgrounds, perspectives, values, and beliefs as assets to a group or organization in which they interact.

Frequency of the Award: One award annually or as deserved at the discretion of the MWEA Diversity and Inclusion Award Committee. This award may not be awarded annually.

Eligibility for the Award: An MWEA individual, group, municipality, or organization who has promoted or demonstrated excellence and leadership in most or all of the following areas:

- a. Encouraging representation from historically underrepresented individuals to pursue careers in Missouri's water industry,
- b. Supporting and advocating for historically underrepresented individuals in the water workforce, and
- c. Promoting engagement amongst historically underrepresented individuals to improve industry retention.

Entry Requirements: MWEA entry form along with full name, address, and biographical information (for individuals) of each nominee, and a detailed yet concise description of how the nominee meets the eligibility criteria.

Nomination Procedure: A nomination for the award may be submitted by any MWEA member (individual or organization) to the MWEA DEI Committee Chair (as listed here: https://mwea.org/Committee_Chairs). Current nominees may be reconsidered for one year. Updates to the nomination for reconsideration may be requested by the committee.

Nomination Deadline: January 31

Award Committee Membership: The committee shall consist of the MWEA President, the Chair and Co-Chair of the Diversity, Equity, and Inclusion Committee, and one MWEA Board Member.

Method of Selecting Award Recipient: The Diversity and Inclusion Award Committee selects a candidate from the list of nominees.

Presentation of the Award: The award will be presented at the MWEA Awards Luncheon at the Annual Conference.