



Virtual WEFMAX

Welcome Message

Dave Galbraith, Committee Chair

WEFMAX Committee 2024 Goals

- ✓ Learn Something New
- ✓ Make New Friends
- ✓ Create Some Memories
- ✓ Have Some Fun

New & Improved for 2024

- *Updated Host Responsibilities/Planning Documentation on WEF.org*
- *WEFMAX Logo (matching the WEF Strategic Plan Colours)*
- *WEFMAX PPT slide deck*
- *WEFMAX Pin*
- *WEFMAX Sticker*
- *WEFMAX T-Shirt (fundraiser to sponsor D.A.L. to attend)*
- *Map of USA & Canada (where are you from?)*
- *Video Montage of 10 years of Past WEFMAX's (by Lance Manabe)*
- *PPT - 50 Past Presidents & 17 H.O.D. Speakers (by Leigh Thomas)*

WEFMAX 2024 Highlights *“record attendance”*

Alexandria, VA

*Driving Collaboration and Engagement
(April 10-12)*

Park City, UT

*Putting the WE in WEF - Investing in the Potential of Your Membership
(May 15-17)*

St. Petersburg, FL

*Leadership of the Future “Young Professionals/Emerging Leaders”
(May 29-31)*

193 Attended from 36 MAs

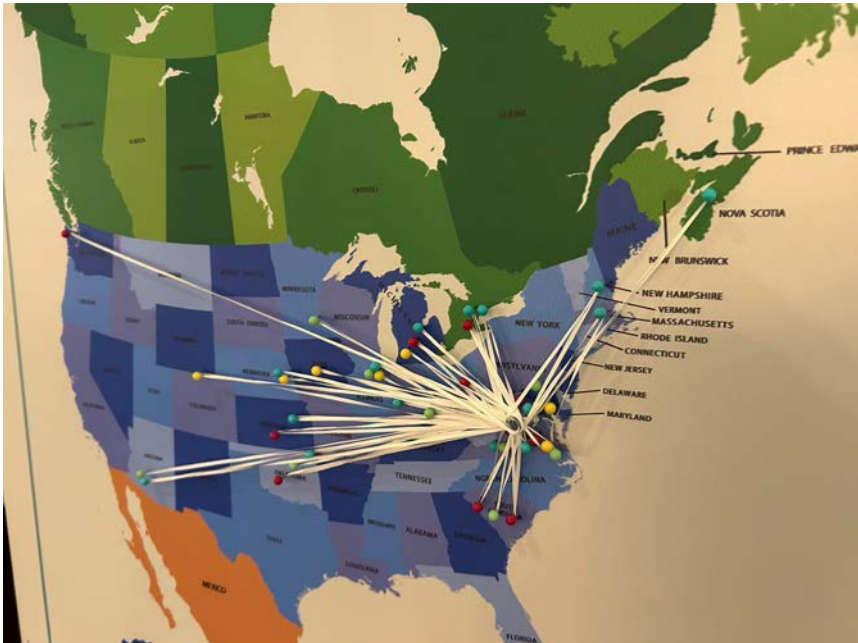
44% were a First Time Attendee

Evaluations → 87 Net Promotor Score



Y'all came from everywhere, eh!

Alexandria, VA



Park City, UT



St. Petersburg, FL



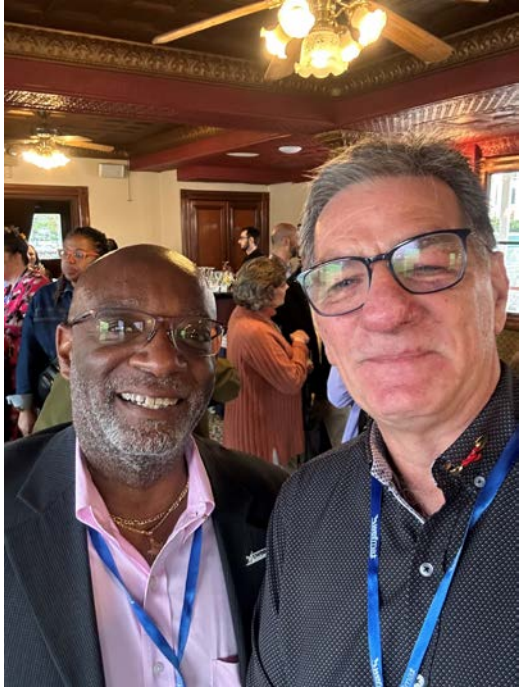
WEFMAX weaves DE&I into each workshop... with local content and history



We learn about local cultures, history, landmarks, and we socialize with many others with water stories. WEF encourages everyone from your Member Association (MA) to attend.



There are two kinds of People... Friends and Friends, you haven't met yet!



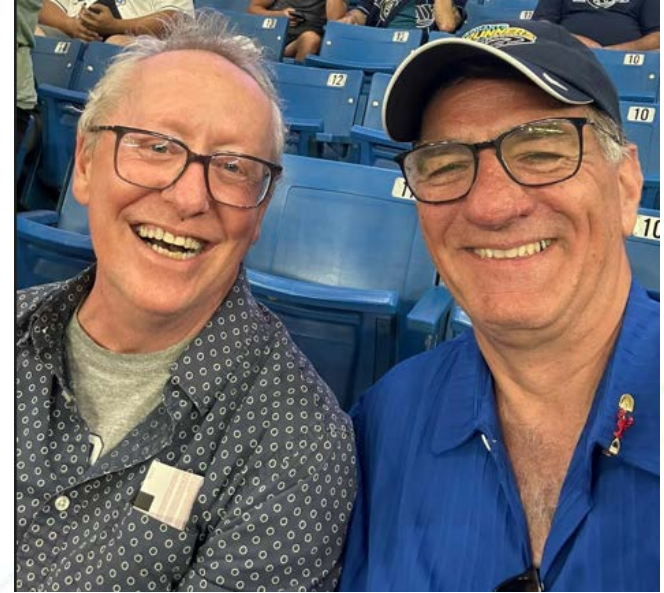
Clarence Beverhoudt
Chesapeake, WEA



Building Bikes in Utah



Lance Manabe
Hawaii, WEA



Robert Haller
CWWA

WEFMAX is the best Personal Development & Networking Opportunity that WEF offers!



*"Be the change
you want to see
in the World"*

Ghandi

*WEFMAX
Do not miss out!*



HOD of the Future - Emerging Leaders Work Group Surveys

The WEF House of Delegates (HOD) of the Future – Emerging Leaders Workgroup is conducting **TWO** surveys to assess how WEF, the HOD, and MAs can better identify, recruit, and support emerging leaders – one is intended to collect feedback from ALL WEF/MA members and the other is intended for Delegates-only.

*Any questions can be directed to the HOD of the Future-Emerging Leaders WG Co-Chairs:
hgoddard@cleanwater1.com or TSheikhzeinoddin@hazenandsawyer.com.*

Both are due by Friday, August 23, 2024.

HOD of the Future - Emerging Leaders Work Group Survey – **Delegates Only**

We need **DELEGATES** to complete this survey:

[WEF House of Delegates – Emerging Leaders Survey \(Delegates Only\)](#).

This survey is focused on experiences for emerging leaders **within the HOD** as well as collecting information on programs, initiatives, and opportunities for emerging leaders **within your MA**. We encourage *Delegates-at-Large* to complete this survey.



HOD of the Future - Emerging Leaders Work Group Survey – **Delegate & or MA**

ALL members of any MA are encouraged complete this survey:

[House of Delegates - Emerging Leaders Survey \(General Membership\) \(google.com\)](https://www.google.com)

Please complete the survey and share with members of your MA to complete as well
– help us reach as many people as possible!





connecting ideas | inspiring leaders

Celebrating 50 Years in 2024

Let the show begin...

https://www.linkedin.com/posts/water-environment-federation-thanks-to-everyone-who-came-out-to-wefmax-activity-7203425231221231616-UGji?utm_source=share&utm_medium=member_desktop



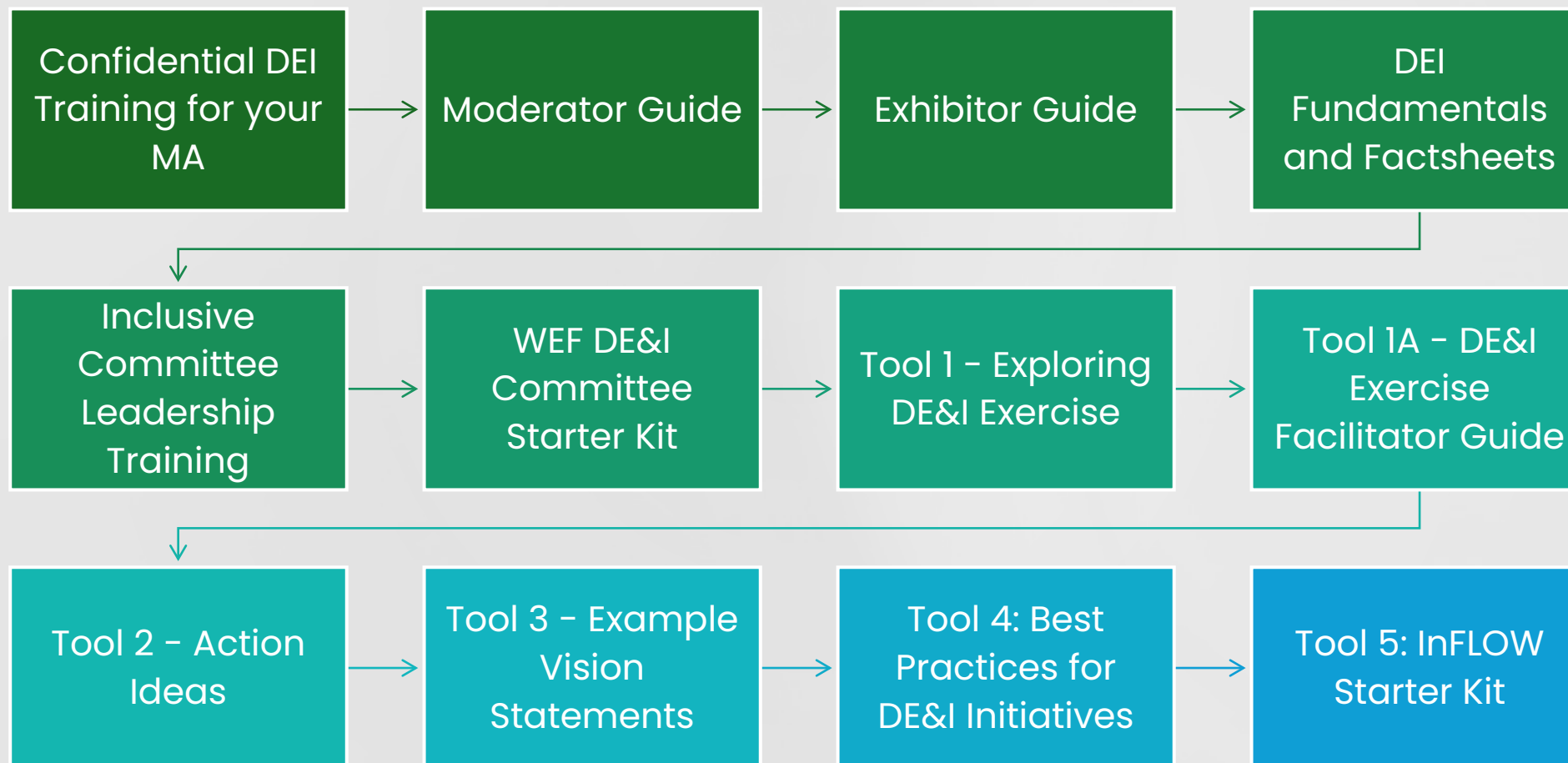
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Celebrating 50 Years in 2024

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Diversity, Equity &
Inclusion
Spotlight

WEF Resources





Political Pushback to Diversity, Equity & Inclusion

Entities are actively working to short-circuit DEI gains

- Shuttering venture capitalist grant programs for small, women, and minority owned businesses
- Influencing school curriculum to intentionally misrepresent historic events
- Targeting scholarships that aim to support first-generation, women, minority, indigenous, LGBTQ+, and disabled students

WEF is Taking a Different Approach



Attract and develop a diverse and passionate water workforce



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



Lead the transformation to the Circular Water Economy





Tips and Tricks to Protect and Promote DEI

Focus on your mission, your why, and track impacts



If DEI is truly baked into the foundation of an organization, you can always fall back on your mission. Own your narrative

Maintain Leadership Buy-In



Take time to understand sticking points. Focus on continuous learning

Do not be (or allow others to be) "victimized by fairness"



With the severity of workforce challenges in our sector, we do not have time for this energy