

**FILLING YOUR
BUCKET: DIVERSE
DISCUSSION PANEL
ON RECRUITMENT**

Presented by: PNWS
AWWA Diversity &
Inclusion Subcommittee

AGENDA

Introductions

R1: Personal & Professional Backgrounds

R2: Involvement in DEI

R3: DEI & Workforce

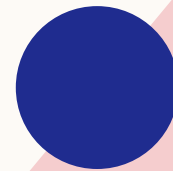
Audience Takeaways

Open Q&A

OPENING ENGAGEMENT ACTIVITY



<http://pollev.com/famousocean931>



How are you feeling today? Click on an emoji that you resonate with. ⁵



What Organization are you with?

MEET OUR PANELISTS



ANN GROTHE

King County WTD
Workforce Development Program
Supervisor



MARIA SERRA

City of Pasco
Deputy Public Works Director



MARICRIS ORAMA

Parametrix, Inc.
Senior Engineer



PUNA CLARKE

City of Lacey
Utility Engineer/Project Manager



ANN GROTHE

PMP

King County Wastewater Treatment
Division

Workforce Development Program
Supervisor

Capital Project Manager for over 15 years

All things recruitment
Connections with local colleges
Internship program
Technical on-boarding new staff

MARIA SERRA

PE

City of Pasco

Deputy Public Works Director
of Engineering

First Capital Improvements
Program Manager for the City
of Pasco in 2020

Born and raised in Argentina





MARICRIS ORAMA

EDD, PE, PMP

Parametrix, Inc.
Senior Engineer

Collections, Conveyance, and
Storage Group Lead

Program Management and
Engineering Instruction in
Academia

SCOPE (Supportive Community of
Professional Engineers) Co-Founder

PUNA CLARKE

PE

City of Lacey
Public Works – Water Resources

Utility Engineer/Project Manager

Registered Professional Civil
Engineer with almost 20 years of
experience





ROUND 1:

Personal & Professional Background

ROUND 1:

How did you become interested in your field or industry?

What/who influenced your career choice?

What parts of your identity and background have shaped your career?



ROUND 2:

Involvement in DEI

ROUND 2:

What is your definition of diversity or inclusion? What does it look like or feel like?

What has influenced your thinking around D&I and motivated you to get involved in being an advocate for change?



ROUND 3:

DEI & Workforce



ROUND 3:

What successful initiatives or best practices has your organization identified concerning diversity and inclusion issues?

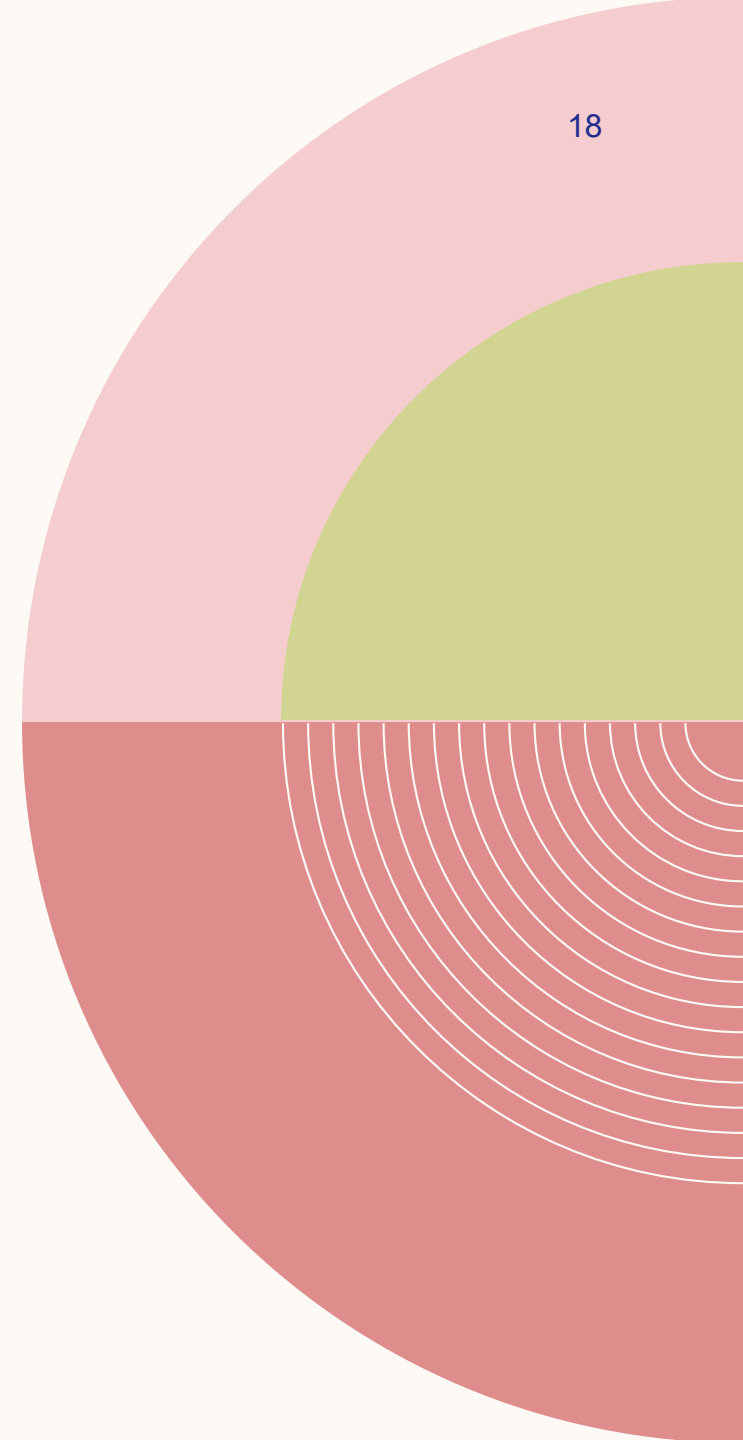
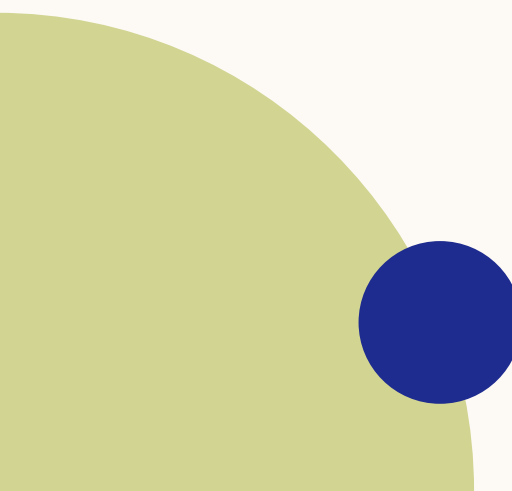
Can you give an example on how to encompass DE&I initiatives into a job description?

What advice would you give to those who are trying to identify and work with other D&I advocates?

QUESTIONS FOR THE AUDIENCE

What are some insights or success stories that you've had with your organizations and would like to share?

PolLEV: What Big Takeaways have you gathered during this time?



What Big Takeaways have you gathered during this time?

Top

OPEN QUESTION & ANSWER

Please raise your hand and wait to be given the microphone

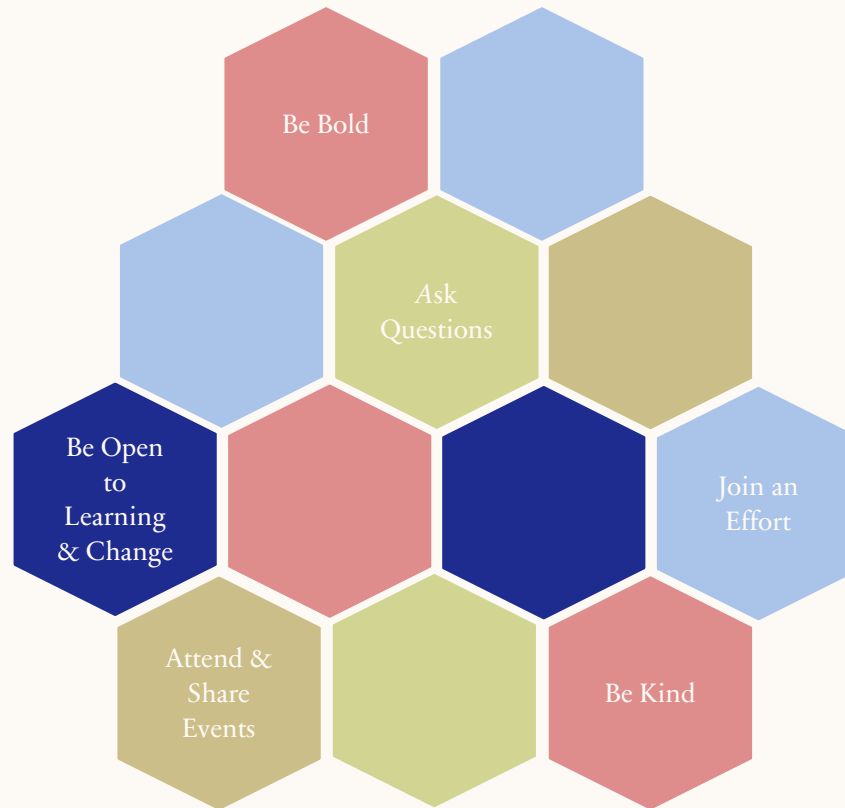
OR

Submit via PolleEV

Open Q&A [Anonymous]: What questions do you have for the panelists?

Top

CALL TO ACTION



THANK YOU

D&I Subcommittee Chair

Gina M. Hortillosa

D&I Subcommittee Members

Chris Young and Nicki Pozos

Moderator

Randy Black

Panelists

Anne Grothe, Maria Serra,
Maricris Orama, and Puna Clarke