OVERVIEW OF TODAY'S TALK

- Part 1: Introduction To Key Concepts in EDI
- Part 2: EDI In 2020
- Part 3: Inclusive Leadership in Water Research
- Part 4: People and Water
- Part 5: Water Security and Intersectionality
- Conclusion and Questions
WHAT IS EQUITY, DIVERSITY, AND INCLUSION?

- **Equity**: Requires continuously challenging historically accepted ways of doing things. To give people the resources they need to be successful rather than giving everyone the same tools and support.

- **Diversity**: Is a relational concept; no one person can be diverse on their own; we are diverse in our identities, experiences, and relationships with each other.

- **Inclusion**: Relates to the quality of the experience that people have in their work environment. Creating an inclusive environment means anticipating that people experience the world differently and designing experiences to reflect these needs.
Intersectionality is a concept coined by American scholar Kimberlé Crenshaw.

Intersectionality is a prism or lens to understand how people's experiences of multiple and overlapping identities and systems of oppression impact their life experiences and opportunities.

Leaders who use an intersectional lens make better decisions about policy, and resources.

An intersectional approach can also spark innovation.

https://www.womentransformingcities.org/gendered-intersectionality
Women are systematically excluded from global coronavirus coverage, experts say

Trailblazer in the Arctic: A Tribute to the First African American to Reach Both Poles

March 3, 2020 - By Kimberly Allen - Commentary, Society and Culture

Women on Arctic research mission told not to wear tight-fitting clothing

Alfred Wegener Institute leads MOSAIC mission, says clothing policy relates to hygiene and occupational safety

‘Blood, sweat and tears’: Building a network for Black scientists

Disability inclusion isn’t a tick-box exercise. It’s vital to achieving the SDGs

Postdoc survey reveals disenchantment with working life

‘Now I know I’m not alone.’ Study highlights challenges LGBTQ workers in STEM face

Half of child psychiatrists surveyed say patients have environment anxiety

Research finds young people in England feel growing distress about the future of the planet
Self-awareness means understanding:

- Your own identity(s) to have **empathy** for others;
- Your **privilege** to be able to extend it to people who do not have the same advantages as you;
- **Self-care** is important to your well-being and how you show up for yourself and others.

Allyship requires:

- Active **listening**: It’s one of the most powerful tools in EDI work;
- An **active practice** that includes holding space for others to speak, to be heard, to notice who is present and absent.

Embrace complexity:

- EDI work is layered and involves long-term commitment and continuous improvement;
- The connections between people, climate, and economy are **accelerating** faster and becoming more complex. Leaders must be intentional about preventing and reversing inequities.
Redefine Professionalism: “Professionalism” is coded — by white middle/upper social class standards, the segmentation of work and non-work, European appearance standards, and the expectation that people bring only their “work selves” to work” – (Roberts and McCluney 2020).

Design Thinking: Designing experiences with inclusion in mind from the start with consultation and opportunities for feedback.

Innovation: People who have experience with a challenge are the most likely to solve it, in essence innovating their own problems. Many technologies that are commonly used today started as adaptations by the dis(ability) community.

Systems Based Approaches: Inequities are rarely one time events, yet the people experiencing them often feel profoundly isolated. Leaders need to be able to connect individual experiences to system wide change.
1. Water is not evenly distributed around the world
WATER STRESS AROUND THE WORLD

Global map of physical water scarcity by major river basin

Water scarcity (ET due to irrigation over renewable water resources)

- Green: <5%
- Yellow: 5%-10%
- Orange: 10%-20%
- Orange-brown: 20%-40%
- Red: >40%
- White: River basin

Source: Mollweide Projection, FAO, 2016
After Hoogeveen et al., 2014

UN Water SDG 6 Synthesis Report 2018
1. Water is not evenly distributed around the world

2. Water infrastructure and access are not evenly distributed around the world
In 2017, 80 countries had achieved ‘nearly universal’ coverage of at least basic drinking water services.
In 2017, 51 countries had achieved ‘nearly universal’ coverage of basic sanitation services.
Who is more likely to lack complete plumbing?

- AIAN households (3.7 times more likely)
- Black and Hispanic (both 1.2 times more likely)
- Mobile homes (2.5 times more likely)
- Renters (1.4 times more likely)
In 16 out of 69 countries with data available, more than 20% of health care facilities had no water service in 2016.

* Or any other infectious disease outbreak...

In 28 out of 66 countries with data available, more than 10% of health care facilities had no sanitation service in 2016.

In 8 out of 55 countries with data available, more than half of health care facilities lacked handwashing facilities at points of care in 2016.
1. Water is not evenly distributed around the world

2. Water infrastructure and access are not evenly distributed around the world

3. Threats from water quality and quantity are not evenly distributed around the world
Disaster zones

Total number of natural disasters* reported per country, 1995-2015

Source: UNISDR

*Hydrological, climatological and meteorological
“... racial discrimination in environmental policy-making, the enforcement of regulations and laws, the deliberate targeting of communities of colour for toxic waste facilities, the official sanctioning of the life-threatening presence of poisons and pollutants in our communities, and the history of excluding people of colour from leadership of the ecology movements.”

Benjamin Chavis, 1982
1. Water is not evenly distributed around the world
2. Water infrastructure and access are not evenly distributed around the world
3. Threats from water quality and quantity are not evenly distributed around the world
4. Solutions do not benefit everyone equally
99% of Canadians have safely managed drinking water access

1% of the Canadian population represents approximately 360,000 people

The national challenge of ensuring safe drinking water for First Nations reserves has persisted for many, many years, due to deep institutional issues rather than a lack of technology.

Biggs and McArthur, 2018 A Canadian North Star. Aboriginal and Northern Development Canada, 2018
WHAT CAN WE DO?

- Better Data
- Better research design
- Better Research
- Better knowledge mobilization
- Better Policies, Programs, and Practices

Who?

What?

How?

Why?
FINAL THOUGHTS – WATER SECURITY AND INTERSECTIONALITY
FRAMING LOCAL WATER SECURITY WITH INDIGENOUS COMMUNITIES

Latchmore et al., 2019 J. Water Health
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<table>
<thead>
<tr>
<th>Status</th>
<th>Dimensions of Water Security</th>
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<tbody>
<tr>
<td>Low- and middle- versus high-income</td>
<td>Water availability</td>
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<td>Rural versus urban</td>
<td>Water quality</td>
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<td>Ability</td>
<td>WaSH access</td>
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<td>Age</td>
<td>Water fetching</td>
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<td>Sex &amp; Gender</td>
<td>Ecosystem services access, use, value</td>
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<td>Ethnicity &amp; Culture</td>
<td>Water sector employment</td>
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<td>Water management &amp; governance</td>
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“HUMAN EXPERIENCE IS CONSTRUCTED AT THE INTERSECTION OF BOTH SOCIAL AND ECOLOGICAL SYSTEMS” - (THOMPSON, 2015)
CONCLUSION AND QUESTIONS?
THANK YOU

For Additional Information Please Contact: Dr. Andrea May Rowe, Equity, Diversity and Inclusion Specialist, Global Institute for Water Security, and Global Water Futures at andrea.rowe@usask.ca or Dr. Corinne Schuster-Wallace, Associate Director Global Water Futures, Professor Geography and Planning at cschuster.wallace@usask.ca.

*Please note the language in this document reflects a certain time and place, Canada in 2020. The language used in EDI work is continually evolving to reflect the preferences and experiences of people and communities. This document will be updated periodically to reflect this evolution.
THEMATIC REFERENCES AND TOOLKITS

WHAT IS EQUITY, DIVERSITY, AND INCLUSION?

Tri-Agency Statement on Equity, Diversity and Inclusion. (2019). CIHR, NSERC, SSHRC.

INTERSECTIONALITY


EDI IN 2020 RECOGNITION AND ACTION

Casey, C. (2020). Disability inclusion is not a tick box exercise. It’s vital to achieving the SDG’s. World Economic Forum.
**EDI IN 2020 RECOGNITION AND ACTION**


Oakes, B. and Last, B. (2020). Women on Arctic research mission told not to wear tight-fitting clothing. CBC.

Turner, L. (2020). Eabametoong Chief concerned about hydrocarbon spill after vehicle capsizes in lake near the First Nation. CBC.


**DIVERSITY IS ORGANIC  EQUITY AND INCLUSION ARE INTENTIONAL**


Vroom, T.A. (2020). Without Empathy There is No Inclusion. LinkedIn.
THEMATIC REFERENCES AND TOOLKITS

INCLUSIVE LEADERSHIP IN WATER RESEARCH


Equity-Centered Design Framework. Stanford University.


PEOPLE AND WATER


PEOPLE AND WATER


INDIGENOUS PEOPLES IN CANADA


The Enrich Project (The Environmental Noxiousness, Racial Inequities, & Community Health Project) https://www.enrichproject.org/map/

Ohneganos: Water is Life Project https://www.ohneganos.com/

WHAT CAN WE DO?


