

## Justice Equity Diversity & Inclusion (JEDI)

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- TWRN is prioritizing JEDI activities and approaches that help us fulfill our mission
- ~280 members in 13 states and four countries
- Using meetings from last 12 months as a demographic baseline for member diversity
- Leah Turner led a discussion during Winter 2021 meeting
- Results from that discussion prompted the creation of a JEDI Committee



# Texas Water Research Network

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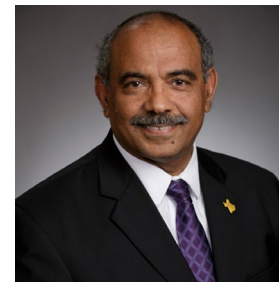
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Provost's Early Career Postdoctoral  
Fellow  
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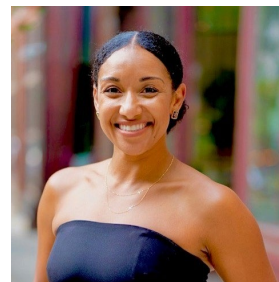
**Chu-Lin (Mike) Cheng**  
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**Leah Turner**  
Director for GeoSTEM Career  
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- Enhance TWRN diversity & inclusion
  - Increasing URM membership participation
  - Increasing partner organizations
  - Understanding how to retain these new members and partners by providing value
- Enhance equity in our state by positioning TWRN to operate in service to Texas communities
- Create long-lasting impact and make this part of what the TWRN does

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- Pilot programs to engage with communities
- Making qualitative inquiry with community leaders
  - What are the water justice themes across Texas?
  - What challenges are marginalized community members facing?
  - What have they tried, and what works? What doesn't work, and why not?

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- Creating a system to pair graduate students with a non-profit organization to work on water equity issues
- Host a highly focused conference on Water Justice in Texas for researchers, community leaders, and policy makers
- Creating a pitch competition for communities to request support on a specific water justice challenges



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- Opportunities to enhance diversity and inclusion within the TWRN membership?
- Opportunities to engage with communities on Water JEDI matters?
- Share your thoughts on these pilot initiatives!