



LET'S TALK: DIVERSIFYING WATER

OPEN DISCUSSION

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WHY CREATE DIVERSE RESEARCH TEAMS AND WORKFORCE IN WATER?

- DIVERSE TEAMS OUTPRODUCE AND OUTPERFORM TEAMS THAT IDENTIFY SIMILARLY
- THIS REMAINS TRUE WHEN CONSIDERING “MERIT” (TRAINING, PUBLICATIONS, PRESENTATIONS, EDUCATION, PRESTIGIOUS AFFILIATIONS, EXPERIENCE, ETC.)

PEOPLE WITH DIFFERENT BACKGROUNDS HAVE DIFFERENT EXPERIENCES AND PERSPECTIVES

- *APPROACH PROBLEMS DIFFERENTLY
- *ASK DIFFERENT QUESTIONS
- *DEVELOP MORE INNOVATIVE SOLUTIONS

“BY BEING MORE INCLUSIVE, THE LIKELIHOOD OF SCIENTIFIC SUCCESS IS HIGHER, PROMOTING ECONOMIC GROWTH AND COMPETITIVENESS.”

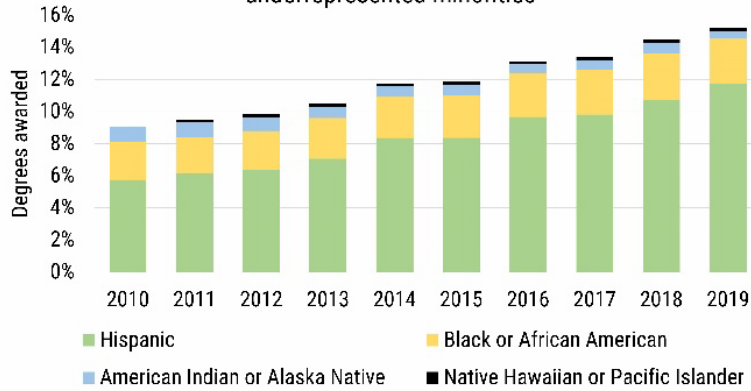
(PROCEEDINGS OF THE NATIONAL ACADEMY OF SCIENCE)

OVERALL LACK OF DIVERSITY IN STEM FIELDS: HIGHER EDUCATION, INDUSTRY, ETC.

****EMPLOYMENT PROJECTIONS FROM THE U.S. BUREAU OF LABOR STATISTICS (BLS) INDICATE AN OVERALL 4.9% INCREASE IN GEOSCIENCE JOBS BETWEEN 2019 AND 2029, FROM 460,242 JOBS IN 2019 TO 482,726 JOBS IN 2029 (AGI, 2020)**

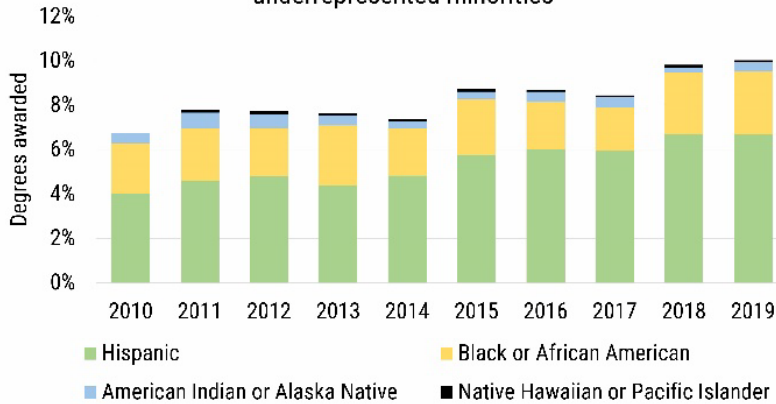
WHAT WE KNOW...

Geoscience Bachelor's degrees awarded to underrepresented minorities



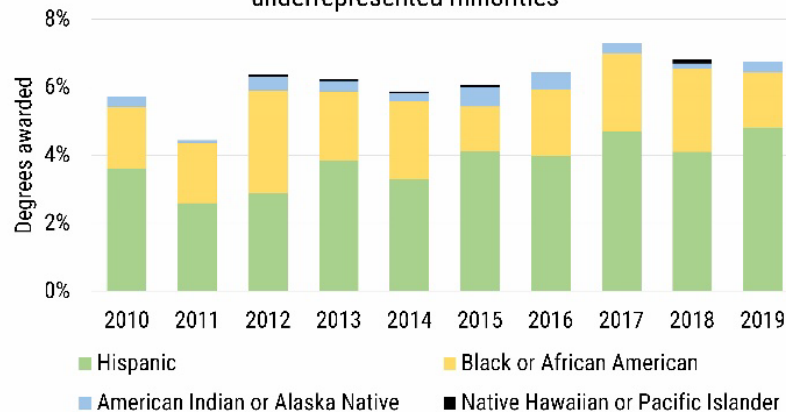
Credit: AGI, data derived from IPEDS

Geoscience Master's degrees awarded to underrepresented minorities



Credit: AGI, data derived from IPEDS

Geoscience Doctorates awarded to underrepresented minorities



Credit: AGI, data derived from IPEDS

2019 U.S. Census Bureau Estimates

Non-Hispanic white	60.3%
Hispanic and Latino (of any race)	18.5%
Black or African American	13.4%
Asian	5.9%

CONTEXT FOR DISCUSSION

TWRN PRIORITIES:

1. THE NATURAL AND HUMAN PROCESSES THAT AFFECT THE DISTRIBUTION OF WATER IN THE STATE TODAY AND FOR THE 21ST CENTURY
2. THE TECHNOLOGIES FOR INCREASING OUR WATER SUPPLY OR DECREASING WATER DEMAND
3. THE IMPACT OF THE GROWTH OF TEXAS' POPULATION, ECONOMY, AND ENERGY REQUIREMENTS ON TEXAS WATER.



DISCUSSION

1. WHAT IS LIMITING DIVERSE REPRESENTATION IN WATER?
 2. HOW DO WE INCLUDE INDIVIDUALS FROM A BROADER RANGE OF BACKGROUNDS INTO WATER?
 3. WHAT ARE (Y)OUR GOALS FOR THE TEXAS WATER RESOURCE NETWORK?
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