



Community and Workplace Culture Committee

Diversity, Equity, and Inclusion Activities

Item 7a

May 11, 2026

Presented by: Liji Thomas

Item 7b

Diversity, Equity, and Inclusion activities

Subject

Diversity, Equity, and Inclusion activities

Purpose

Update on key activities of the Diversity, Equity, and Inclusion Office

Shifting Generational Views on the Consumption of Water*



BOOMERS

1946 - 1964

Age 62 to 80

Frugality meets abundance; Practical use over conservation; statistical average of 100 gallons/person/day

GEN X

1965 - 1980

Age 46 to 61

Balancing efficiency with practicality; statistical average use of 90 gallons/person/day

MILLENNIALS

1981 - 1996

Age 30 to 45

Leading the charge in sustainability; statistical average use of 75 gallons/person/day

GEN Z

1997 - 2012

Age 14 to 29

Tech-savvy and environmentally conscious

“Gen Z and Alpha have the potential to make the most robust commitment to water conservation.”

Lakeway Municipal Utility District (Lakeway, Texas)

NOTE: Individuals vary. These patterns reflect broad trends influenced by historical context.

*Statistical average use taken from EPA's 2022 data.

HR PLAYBOOK

For Water, Wastewater and Energy Sector
2026 EDITION

RECRUITMENT & OFFBOARDING

A detailed overview of each of the steps in the employee life cycle.

TRAINING & DEVELOPMENT

Best practices to ensure seasoned and new staff stay and succeed in the water industry

ACCESS, VISIBILITY & OPPORTUNITY

Create a space for employees to share the same mission and values

EMPLOYEE & LABOR RELATIONS

Foster a positive work environment and a culture where employees feel valued.



Victor H. Lopez, J.D., MSHRM
Human Solutions & Strategies

Alejandro Martinez, M.A.
Water Industry HR Expert

INFORMED BY THE REAL EXPERIENCES OF SIGNATORY AGENCIES

Our Process:



Validated and compiled contracting **best practices** that create opportunities for small businesses and first-time primes.



Hosted **sub-committees** of EIP signatory agencies to source resources & develop strategies for practitioners and CEOs.



Held one-on-one agency interviews and coaching sessions to develop **case studies**



Procurement for Prosperity: A Playbook

Building Opportunities for Small Businesses Through Public Infrastructure Delivery

