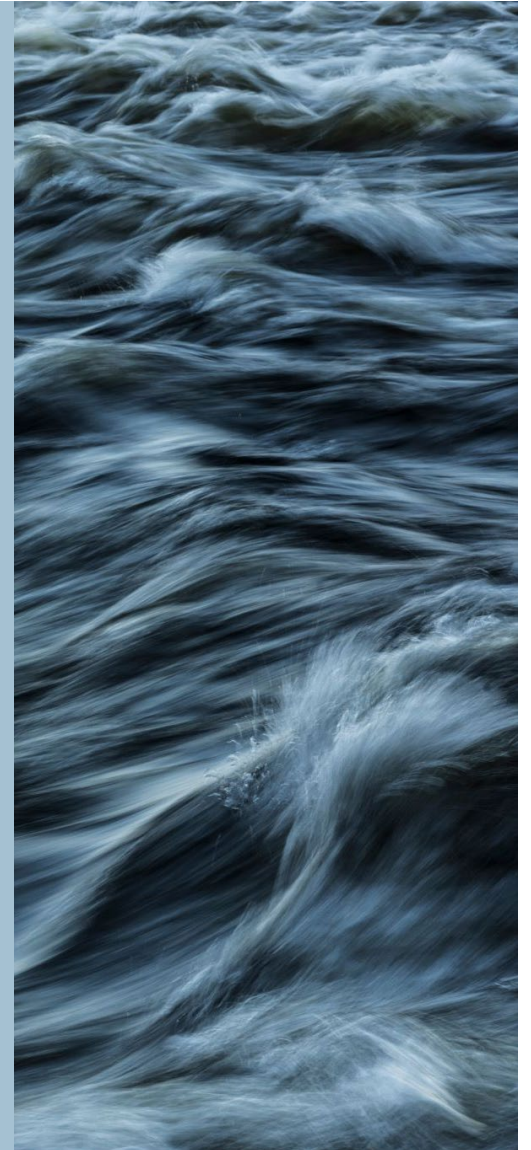


# Uncommon Dialogue on Hydropower, River Restoration, and Public Safety

*Convening a New Working Group on  
Workforce Development and DEIA*

*Kelsey Rugani and Jim Downing, Kearns & West*

May 10, 2023



# Meeting Agenda



Welcome, Introductions, Agenda Review



Overview of Uncommon Dialogue & WG 8



Breakout Group Discussion: Challenges



Full Group Discussion: WG Outcomes



Next Steps

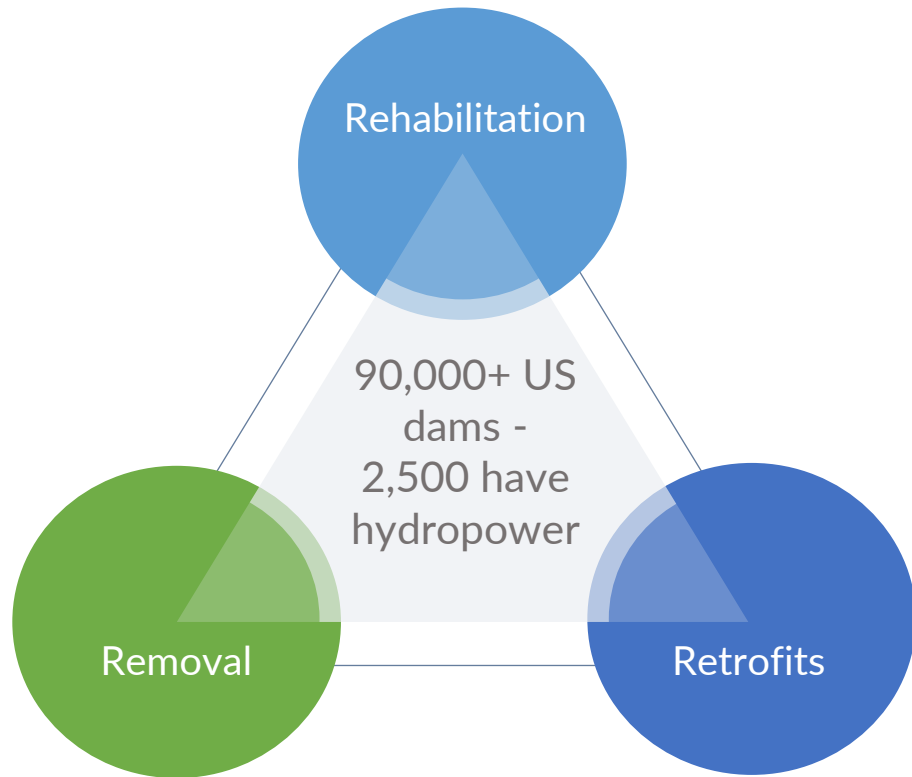
# Meeting Objectives

- Provide an overview of current workforce development and Diversity, Equity, Inclusion, and Access (DEIA) challenges and opportunities in hydropower, river restoration, and dam safety.
- Begin to brainstorm the scope of work and path forward for this new Uncommon Dialogue Working Group.
- Confirm next steps for the Working Group including membership ideas and timing and content for future discussions.

# Roundtable Introductions

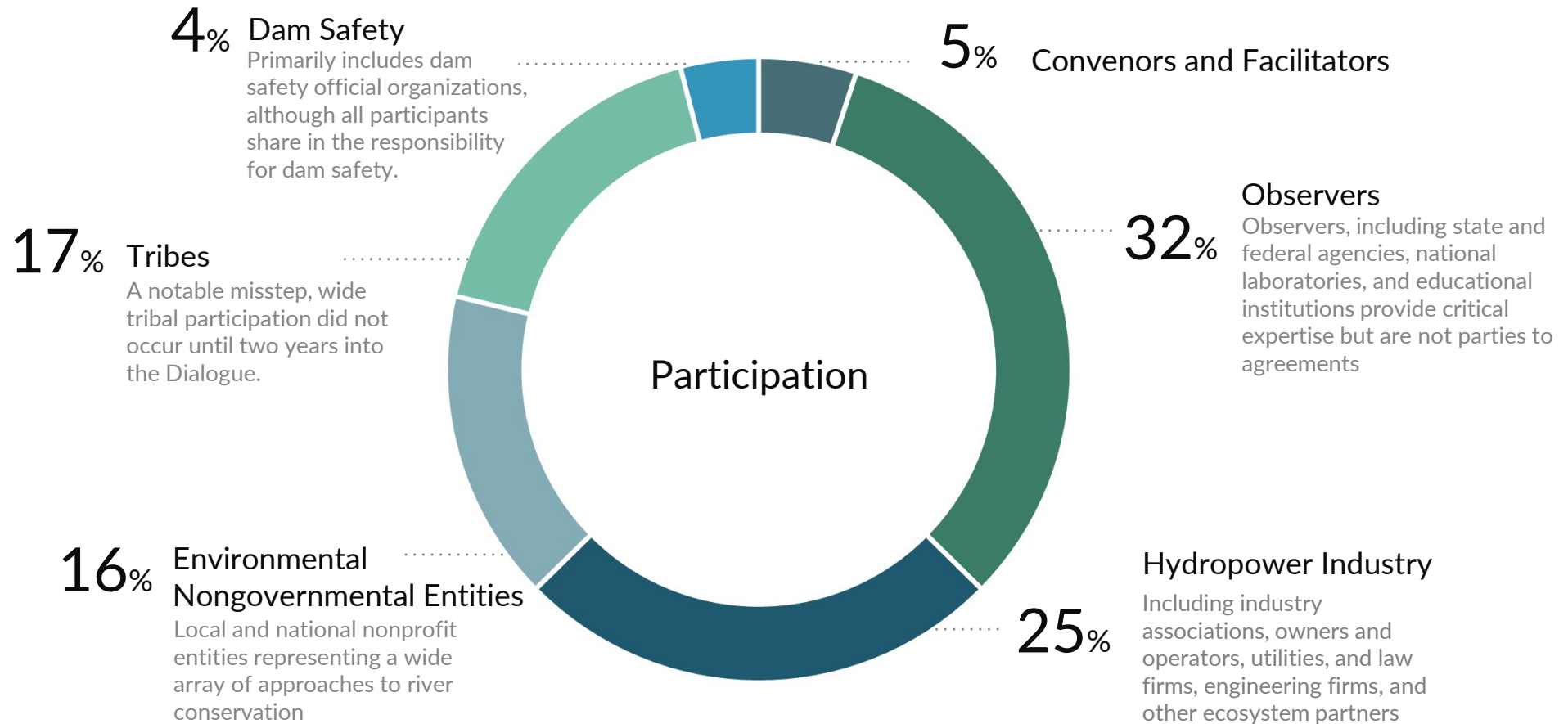
1. Name
2. Affiliation
3. One reason why you are interested in getting involved in the workforce development and Diversity, Equity, Inclusion, and Access (DEIA) Working Group

# Uncommon Dialogue on Hydropower, River Restoration, and Public Safety

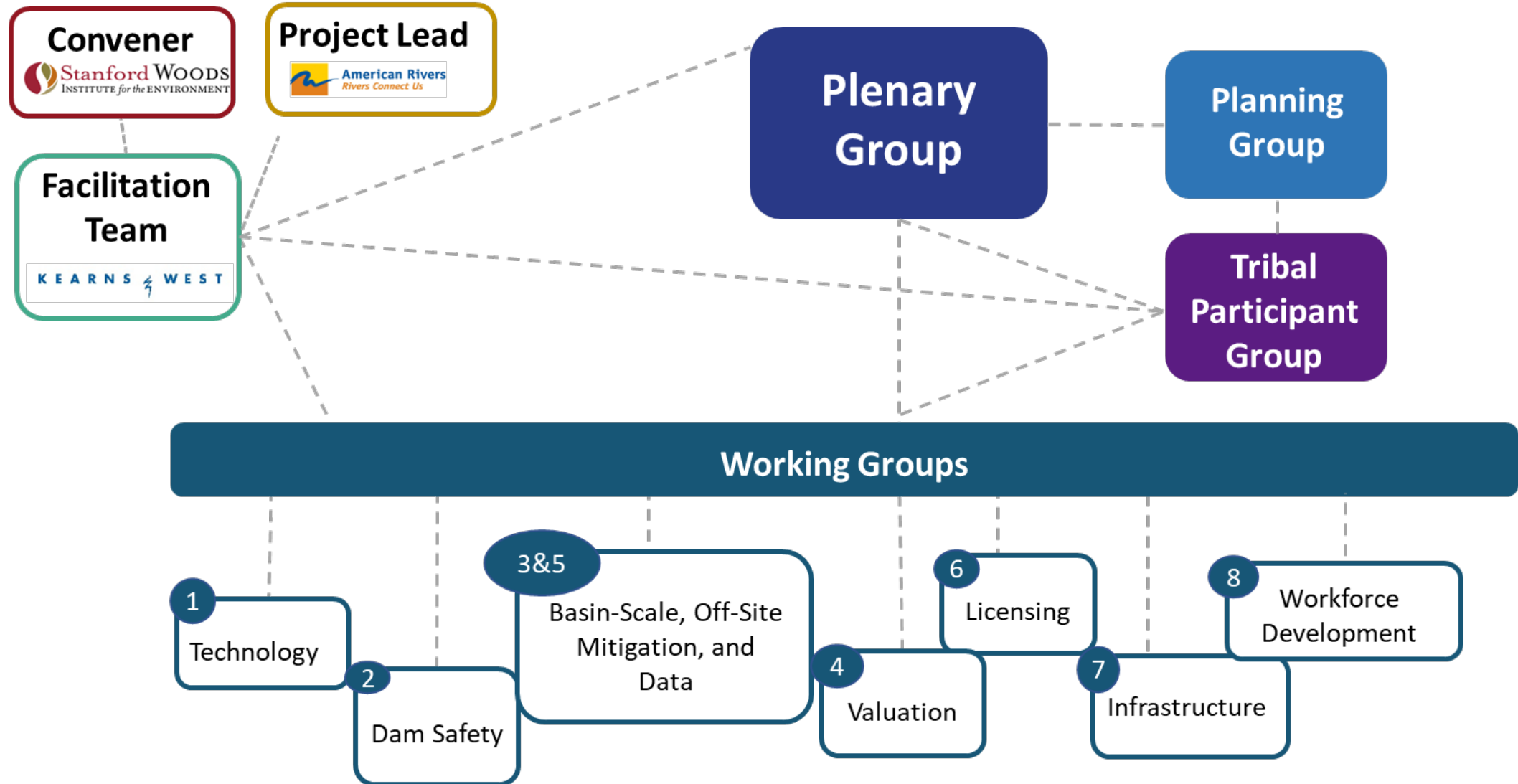


- **Broad Goal:** To better address climate change – and protect rivers – through a smarter approach to U.S. hydropower.
- **Specific Objectives:** A 2020 Joint Statement between the U.S. hydropower industry and river conservation/environmental NGOs identified three opportunities to advance the renewable energy and storage benefits of hydropower and the environmental and economic benefits of healthy rivers – the “3Rs”.
- **Progress:** Since 2018, the Dialogue has grown to include over 300 participants and has resulted in multiple agreements using a “coalition of the willing” model.
- **Federal Funding:** In 2023, the Uncommon Dialogue was awarded \$3.7 million in funding from the Bipartisan Infrastructure Law to support an additional two years of work.

# Participants



# Uncommon Dialogue for Hydropower, River Restoration, and Public Safety



# Diversity, Equity, Inclusion, and Access

- **DEIA Definition:** The diversity, equity, inclusion, and access function deals with the qualities, experiences, and work styles that make individuals unique (e.g., age, race, religion, disabilities, ethnicity) and how organizations can leverage those qualities in support of business objectives.



# DEIA in the Uncommon Dialogue

- **Uncommon Dialogue DEIA Efforts to Date:**
  - Convened Tribal Participation Group
  - Tribal representatives in all existing Working Groups
- **Looking Ahead:**
  - Greater Tribal engagement and improved alignment of the Uncommon Dialogue Working Groups with Tribal priorities.
  - Funding set aside for Tribal participants.
  - Consideration of DEIA, community benefits, environmental justice (EJ), and workforce development in deliverables.
  - Work with WPTO staff to discuss how to improve accessibility and relevance of deliverables and make publicly available documents 508 compliant.

# Initial Working Group 8 Framing

**Hydropower industry, conservation, and dam safety are all facing an aging workforce.**

- Assess gaps between the existing workforce and a workforce that reflects diversity and attracts young professionals to and from remote, often underserved communities.
- Develop concept papers, plans, and training materials related to creating an inclusive workplace, developing a diverse, technically knowledgeable workforce.
- Connect a modern workforce with job opportunities and open positions with diverse candidates, particularly in underserved and rural communities.

# Potential Working Group 8 Goals

1. Explore opportunities and take actions that represent a cross-section of interests and that directly contribute to hiring and maintaining a skilled, modern, diverse workforce.
2. Enhance Diversity, Equity, Inclusion, and Access (DEIA) in the existing hydropower, river restoration and public safety workforces through education and training, resource sharing, and overall capacity-building.
3. Assess gaps and build understanding about the needs of both the existing workforce and the future workforce.

# Internal Reflections

- Why are you interested in getting involved in the workforce development and DEIA Working Group?

# Breakout Groups

# Discussion Topic 1:

- What challenges are you facing or do you see in hiring and maintaining a talented and diverse workforce?

# Full Group Discussion

## Discussion Topic 2:

- What topics do you recommend the Working Group explore, and what could potential outcomes or outputs be?



# Next Steps

- Workshop Summary
- Follow-up Webinar
- Evolving Working Group 8 Roster
  - What perspectives should be included in the Working Group? How do we get them involved?

# Thank You!

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Jim Downing, [jdowning@kearnswest.com](mailto:jdowning@kearnswest.com)

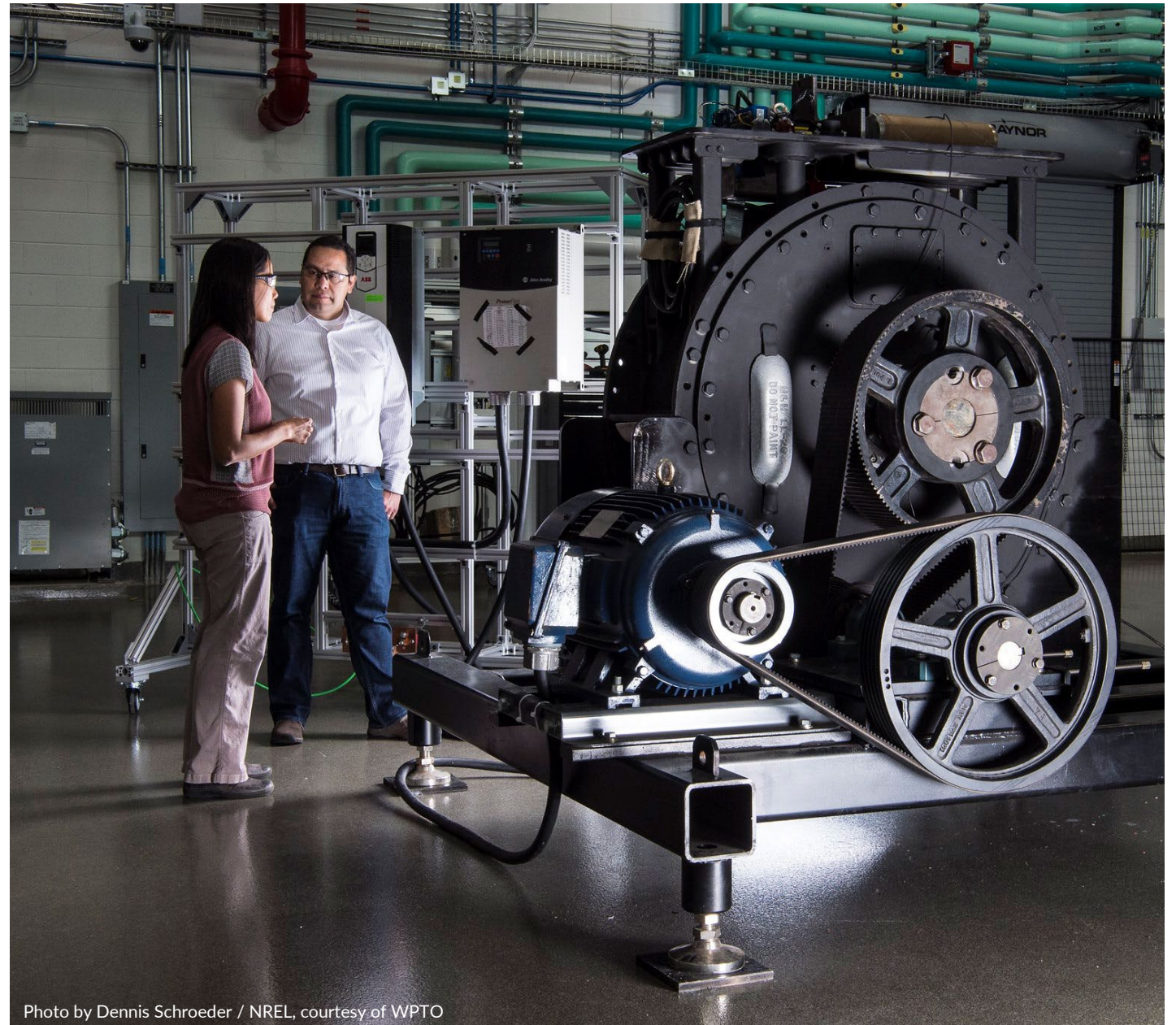


Photo by Dennis Schroeder / NREL, courtesy of WPTO

**Thank you!**