

Join the Session

Diversity & Inclusion in Water Utilities

Thursday 30 August

11.00-12.30

Room: NL Music Hall

#InclusiveWater



DIVERSITY AND INCLUSION IN WATER UTILITIES

While there has been some attention to human resource issues within water utilities, there is relatively less so on diversity and inclusion within them. Women for instance, are highly underrepresented in water utilities and even when present, their progression through the utility is slow and few make it to decision-making levels. Gender wage gaps can similarly be high. This matters not just for reasons of equity, but because it is symptomatic of the larger exclusion of females from STEM jobs. Concerted efforts at levelling the playing field with policies that actively attract female professionals in water utilities can have other salutary effects. They can, for example, mitigate the shortage of personnel that many utilities face, and some evidence points to better outcomes in institutions that have greater diversity.

Diversity and inclusion therefore, need to be a core part of utility reform and not merely token actions. This session will bring together thought leaders, managers and female professionals to talk about barriers and opportunities for women in water utilities, in an interactive discussion that is based on empirical evidence and real-world experience.

PROGRAM AGENDA

11:00-11:10	<i>Opening Remarks:</i> Jennifer Sara , Director, Water Global Practice, World Bank
11:10-11:40	<i>Panel Discussion</i> <ul style="list-style-type: none"> • Olabisi Agbeyo, General Manager, Ekiti State Water Corporation • Clare Novak, Senior HR Associate, Energy Markets Group • Amadou Hama Maiga, Chair, Global Water Partnership-West Africa • Judith Enaw, Secretary General, International Commission for the Congo-Oubangui-Sangha Basin (video address)
11:40-12:05	<i>Discussion with the Audience and Q&A</i>
12:05-12:25	<i>Development Partners Corner: Where Do We Go from Here?</i> <ul style="list-style-type: none"> • Maarten Gischler, Senior Water Adviser at Ministry of Foreign Affairs, Netherlands • Soma Ghosh Moulik, Lead Water Sanitation Specialist, World Bank • Portia Persley, Deputy Director, E3 Bureau/Water Office, USAID • Johan Sundberg, Programme Manager, Sida • And other speakers
12:25-12:30	<i>Closing</i>
Moderator:	Ana Gren , Senior Policy Specialist, Water Resources Management and Sanitation, Sida

Speaker Bios:

Opening Remarks: Jennifer J. Sara

Ms. Sara is the Director for the World Bank Group's Water Global Practice, a position she has held since July 2014. She has 30 years of experience working on global water issues in the World Bank, with previous assignments including as Sector Manager for Sustainable Development based in Hanoi, Vietnam. In her current assignment, she is a core member of the GP's senior management team, which drives the policy direction of the GP, oversees a portfolio of \$25 billion in water-related investments, analytical work, multi-donor trust funds and global partnerships. She holds an MSc in Environmental Management from the University of London, Wye College.

Moderator: Ana Mancheno Gren

Ms. Gren currently works at the Swedish International Development Cooperation Agency, Sida in Stockholm, as the Senior Policy Specialist Water Resources Management. In her current role she leads Sida's Water Network and follows and monitors developments and progress of Water Resources Management and Sanitation programs supported by Sweden at the global, regional, and through bilateral development cooperation. Her areas of interest include all aspects related to environmental sustainability and development, urban and rural resilience and infrastructure, water and sanitation, governance, gender and women's rights, as well as scientific capacity building and innovation. She holds a Ph.D. in Infrastructure from the Royal Institute of Technology, KTH in Stockholm.

Panel Speakers:

Ms. Judith Enaw

Ms. Enaw, Cameroon national, served as the Director of Maritime Affairs and Inland Waterways among other functions while she is in her country. She presently serves as the Secretary General of the International Commission for the Congo-Oubangui-Sangha Basin (CICOS) based in Kinshasa, Democratic Republic of Congo, and is the President of the African Network of Basin Organizations. She holds an MSc. in Maritime Administration and Environmental Protection from the World Maritime University in Malmo, Sweden.

Ms. Clare Novak

Ms. Novak is a senior HR associate, Energy Markets Group - expert on HR, gender equity, training and coaching, with USAID's project on Engendering Utilities. With over 25 years of experience in HR, gender equity, leadership and organizational developments, she possesses considerable knowledge and skill in development as well as technical knowledge in utilities. Ms. Novak has developed HR policies, HR gender equity framework, consulted with gender equity team, and facilitated and evaluated numerous training sessions. Her international experience includes Europe, Middle East, Asia and Africa as well as North America. She holds a Ph.D. in Communication at University of Kansas.

Mr. Amadou Hama Maiga

Professor Maiga, Mali national, is the Chair of Global Water Partnership West Africa (GWP-WA), and the former Director General of the International Institute for Water and Environmental Engineering (2iE). He has a 37-year professional career dedicated to scientific and professional training, research, and development in the fields of water, sanitation and environment in Africa and internationally. He trained thousands of engineers, and hundreds of technical papers and notes were published. He was awarded "le Grand Prix Suez Environnement 2009" of the Fondation Suez Envir. and French Académie des Sciences. He holds Ph.D. in Water Science and Engineering at Ecole Polytechnique Fédérale de Lausanne (EPFL), Switzerland.

Ms. Olabisi Agbeyo

Ms. Olabisi Agbeyo is the General Manager of Ekiti State Water Corporation, Ekiti State, Nigeria. She joined the old Ondo State Government Service in 1988 and transferred to Ekiti State Government in 1996. She was the first female to have attained these positions both in the old Ondo State and Ekiti State. Engr. Agbeyo is an associate member of American Society of Civil Engineers (ASCE) and a nominee of 7th Edition of Marquis who's who in Science and Engineering. She attended Yaba College of Technology, Lagos and has a Master of Engineering in Civil Engineering (Water Resources & Environmental) from Federal University of Technology, Akure, Ondo state, Nigeria.