

CLEAN WATER FELLOWSHIP PROGRAM
SOCIALLY AND ECONOMICALLY DISADVANTAGED
CRITERIA POLICY

Revised Effective Date: October 16, 2023

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Commitment to a Diverse, Equitable, and Inclusive Workplace. The Sewer District is committed to being an employer and business partner of choice, where people of all identities and experiences are understood, appreciated, and fully included in creating a culture of performance excellence. We leverage the power of diversity to produce results that support the Sewer District's mission, vision, and core values.

Clean Water Fellowship Program. The Clean Water Fellowship Program was designed to provide an innovative approach to career development within the core business areas of the Sewer District and incorporates socially and economically disadvantaged criteria for applicants to increase diverse talent and develop a pipeline of qualified diverse professionals for certain Sewer District positions.

Clean Water Fellows – Requirement to Demonstrate Social and Economic Disadvantage. Applicants selected for a Clean Water Fellow position must demonstrate social and economic disadvantage in the essay component of the application. Social and economic disadvantage can be demonstrated by describing how one or more of the following has impacted the applicant's life:

- Poverty
- Homelessness/housing instability
- Foster Care
- Parental Absenteeism
- Discrimination (including, but not limited to race, sex, religion, and national origin)
- Immigrant Status
- History of Addiction
- Teen Pregnancy
- Disability/Health Issues
- Learning Disabilities
- ESL (English as a Second Language)
- Victim of Crime

The list above is not exhaustive. Applicants may demonstrate how other personal circumstances led to social and economic disadvantage that impacted their life.

Applicants are encouraged to describe experiences that impacted their life and how they have responded to, overcame, or managed challenges, obstacles, or barriers in one or more of the areas listed above. Applicants are also encouraged to provide details within the character limit set forth in the application.

Incomplete Applications. Incomplete applications, including applications that do not contain the required essay, will not be considered.

Determination of Social and Economic Disadvantage. During the review of applications, including the required essays, the Sewer District will make individual determinations of an individual's social

and economic disadvantage based upon the criteria set forth in this Policy by using an evaluation rubric. The evaluation rubric may be periodically updated, but the same evaluation rubric will be used for all applications received within an application cycle and in response to a posting approved by the Department of Human Resources. The Sewer District reserves the right to request additional information from applicants, as may be necessary, and applicants who decline to provide the requested additional information may be removed from consideration.

Policy Changes/Interpretation. The Sewer District reserves the right to unilaterally amend, change, modify, delete, replace, or add to this Policy at any time, without prior notice. The Sewer District also reserves the right to interpret this Policy and such interpretation shall be final and binding. In addition, not every situation can be anticipated and, therefore, the facts surrounding any situation can require discretionary judgments by the Chief Executive Officer.

Policy Duration.

This Policy shall continue until such time as this Policy is revised or revoked by the Sewer District's Chief Executive Officer.

APPROVED:



Kyle Dreyfuss-Wells, Chief Executive Officer

10/16/23

Date



Eric Luckage, Chief Legal Officer

10/12/23

Date



Kenneth J. Duplay, Chief Financial Officer

10/16/23

Date



James Bunsey, Chief Operating Officer

10/13/23

Date



Constance T. Haqq, Chief Administrative Officer

10.16.23

Date

Change Log

Date	Section	Revision
03/17/23	All	Original
10/16/23	All	Revised to Comply with U.S. Supreme Court decision in <i>Students for Fair Admissions, Inc. v. President and Fellows of Harvard College</i>