Respondent Profile

Respondents came from across organizational levels and were particularly diverse in executive and senior leadership.

**Sector**

- Water: 74%
- Other: 26%

  - Agricultural
  - Community
  - Educational/Research
  - Energy
  - Industrial

**Gender**

- Male: 43%
- Female: 51%
- Gender fluid or prefer not to say: 6%

Women make up 46.8% of workers nationally and account for 51% of One Water field respondents but only account for 14.9% of the water workforce writ large.

**Diversity**

- White Non-Hispanic: 80%
- Person of Color: 20%

The water workforce as a whole is 33.3% Black, Asian, and Hispanic. This diversity is primarily in non-management roles.

**Nature of Work**

- Executive or Senior Leadership: 36%
- Manager: 27%
- Non-Management Employee: 25%
- Self-Employed/Independent: 6%
- Elected or Appointed Official: 3%
- Other: 3%

**Response by State**

- Map showing response distribution by state.

*Includes 6 international responses*
This list of One Water communities is a collection of the locations of respondents who self-reported working on or having completed a One Water plan, as well as the locations named by respondents where One Water projects are taking place.

Based on survey responses, we discovered 80 One Water communities where a plan is in place. This list may not be comprehensive.

**One Water Communities**

ALABAMA
Mobile

ARIZONA
Chandler
Phoenix
Tucson

ARKANSAS
Little Rock

CALIFORNIA
Fountain Valley
Los Angeles
Monterey
Morro Bay
Oakland
Palo Alto
Riverside
San Diego
San Francisco
Santa Barbara

COLORADO
Castle Rock
Denver

DC
Washington

FLORIDA
Fort Myers
Kissimmee
Miami
Oldsmar
Sanford
Tallahassee
Tampa
Titusville
Winter Haven

GEORGIA
Athens
Atlanta

HAWAII
Honolulu

ILLINOIS
Chicago

IOWA
Des Moines

LOUISIANA
New Orleans

MARYLAND
Annapolis

MASSACHUSETTS
Boston

MICHIGAN
Ann Arbor
Detroit
Flint
Lansing

MINNESOTA
Minneapolis
Richfield
St Paul

MISSOURI
Kansas City

NEW JERSEY
Camden
Trenton

NEW MEXICO
Albuquerque

NEW YORK
Buffalo
New York City

NORTH CAROLINA
Cary
Charlotte
Durham
Greensboro
Kernersville
Raleigh
Wilmingon

OHIO
Akron
Cleveland
Columbus
Findlay
Toledo

OREGON
Bend
Hillsboro
Portland
Salem

PENNSYLVANIA
Philadelphia
Pittsburgh

TEXAS
Austin
Dallas
Houston
New Braunfels
San Antonio
Sugar Land

VERMONT
Burlington

VIRGINIA
Ashburn
Centreville
Richmond

WASHINGTON
Seattle
Wenatchee

WISCONSIN
Green Bay
Milwaukee
Barriers to the One Water Movement

44% of respondents say that there is a limited understanding of One Water and/or subject matter expertise.

40% of respondents say that there is limited collaboration with partner organizations (traditional siloed approach to water management).

39% of respondents say that there is a lack of political will (regulatory and legislative constraints).

39% of respondents say that there are internal resource constraints (funding, staff capacity, etc.).

35% of respondents say that there is a lack of formal One Water guidance, standards, and real-world examples.
Practice:
From Awareness to Action

1. **Pre-awareness**: We understand One Water and why One Water change is needed, but a critical mass does not yet exist.

2. **Awareness**: We understand One Water and why One Water change is needed.

3. **Desire**: Employees fully support and want to participate in bringing about One Water.

4. **Knowledge**: We are gathering the information and resources needed to develop One Water approaches and projects.

5. **Ability**: We have the skills and capacities to implement One Water approaches and projects.

6. **Reinforcement**: We learn from One Water projects and processes and use those insights to inform and improve future projects.

I don’t have enough information to answer this question.

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**Responding Organizations**
Respondents believe they’re further along institutionalizing One Water than the broader sector.

**One Water Movement**
The One Water movement is in the pre-awareness stage.

- **35%** of respondents identify as “with a utility, city, or company that manages water systems”
- **51%** of respondents identify as part of a non-utility or city organization
- **13%** of respondents are outside the water sector