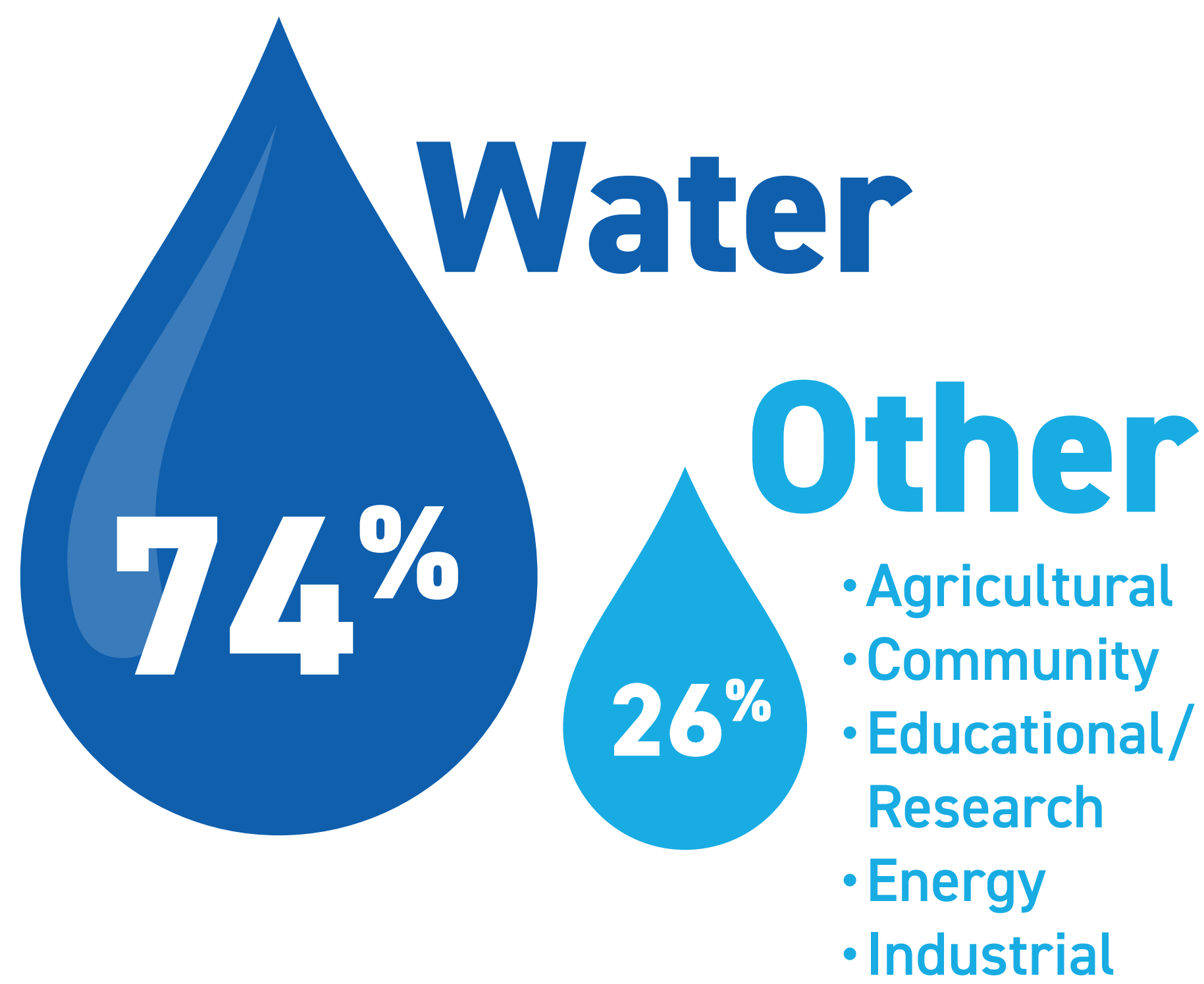


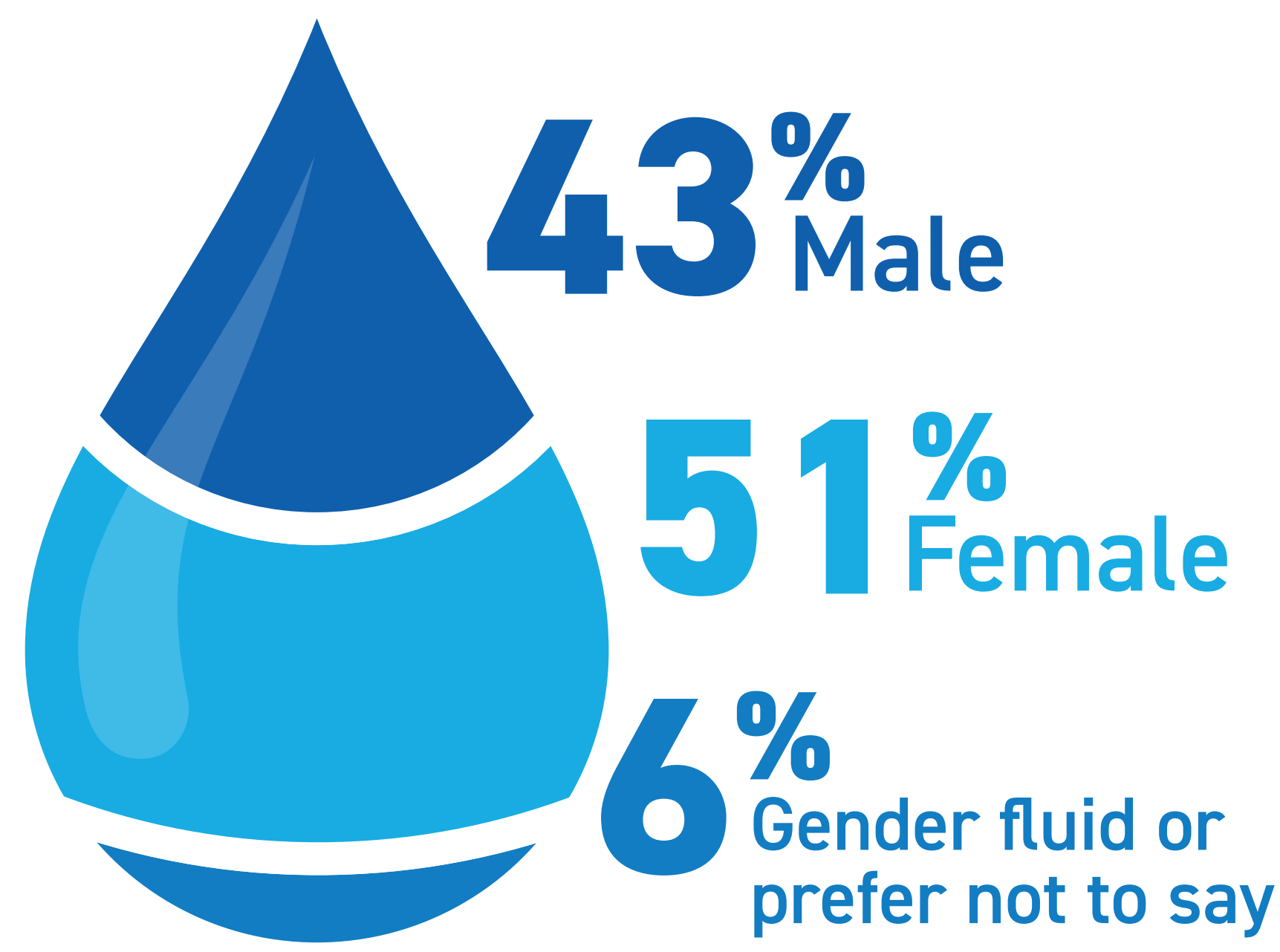
Respondent Profile

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

Sector

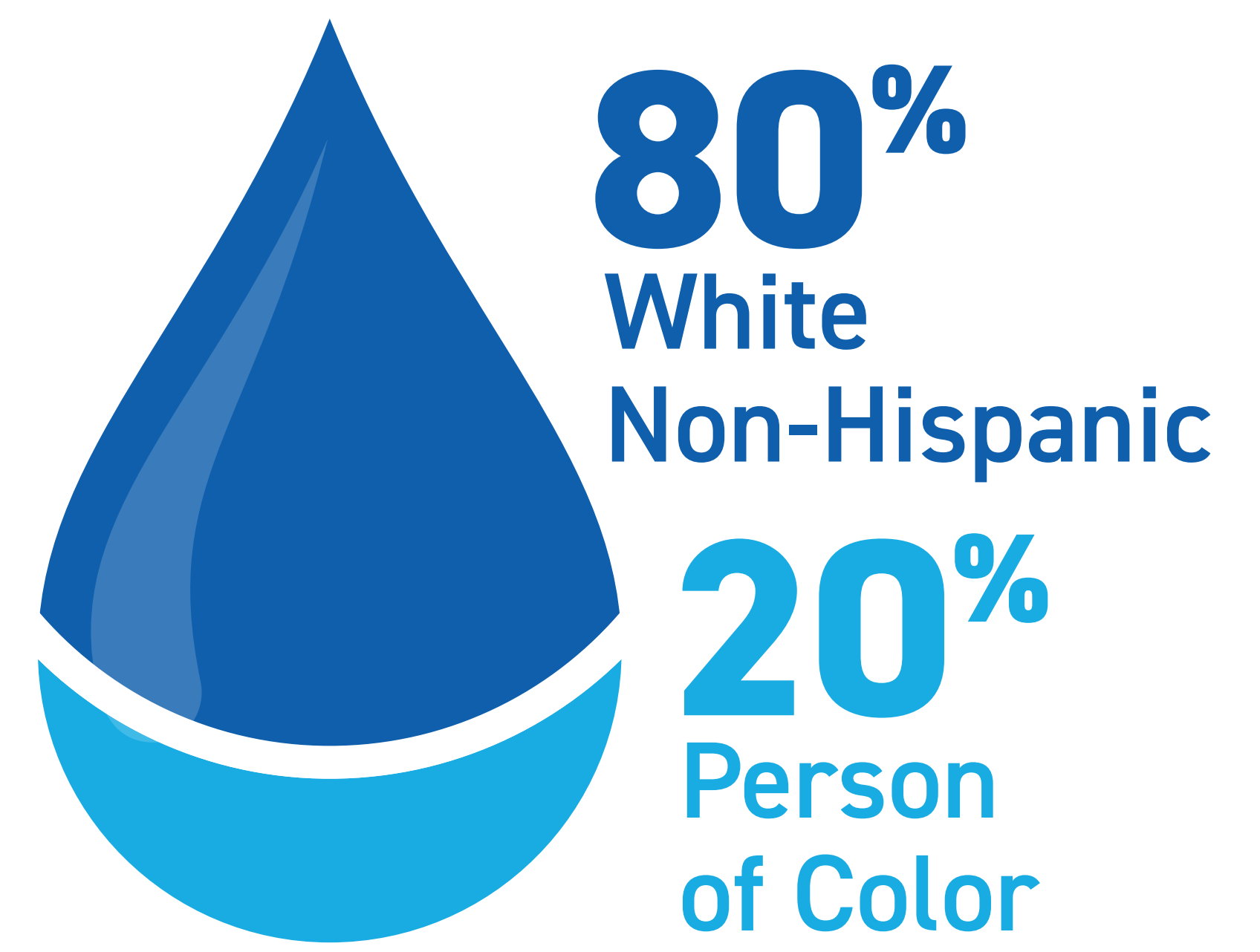


Gender



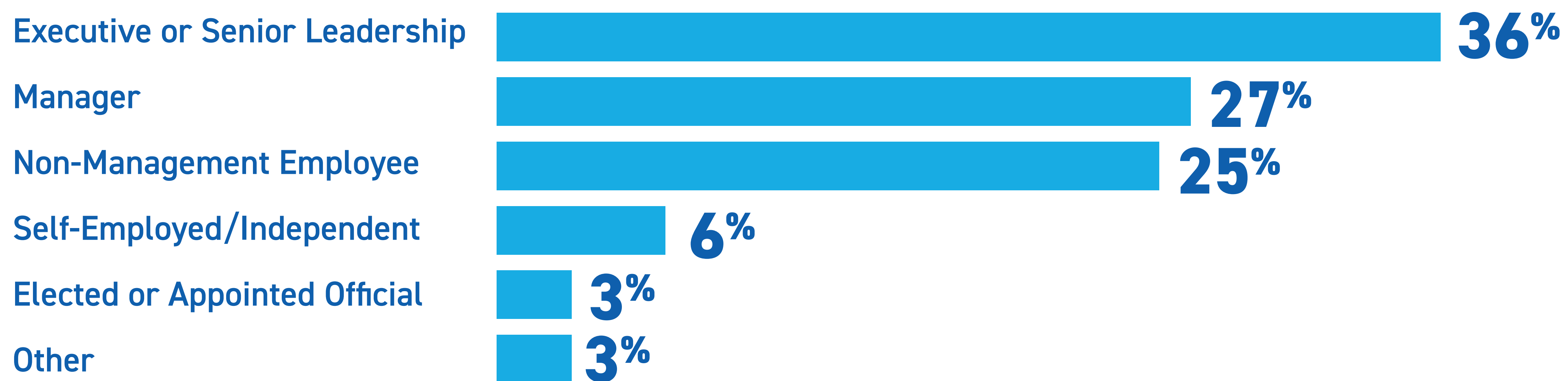
Women make up 46.8% of workers nationally and account for 51% of One Water field respondents but only account for 14.9% of the water workforce writ large.

Diversity

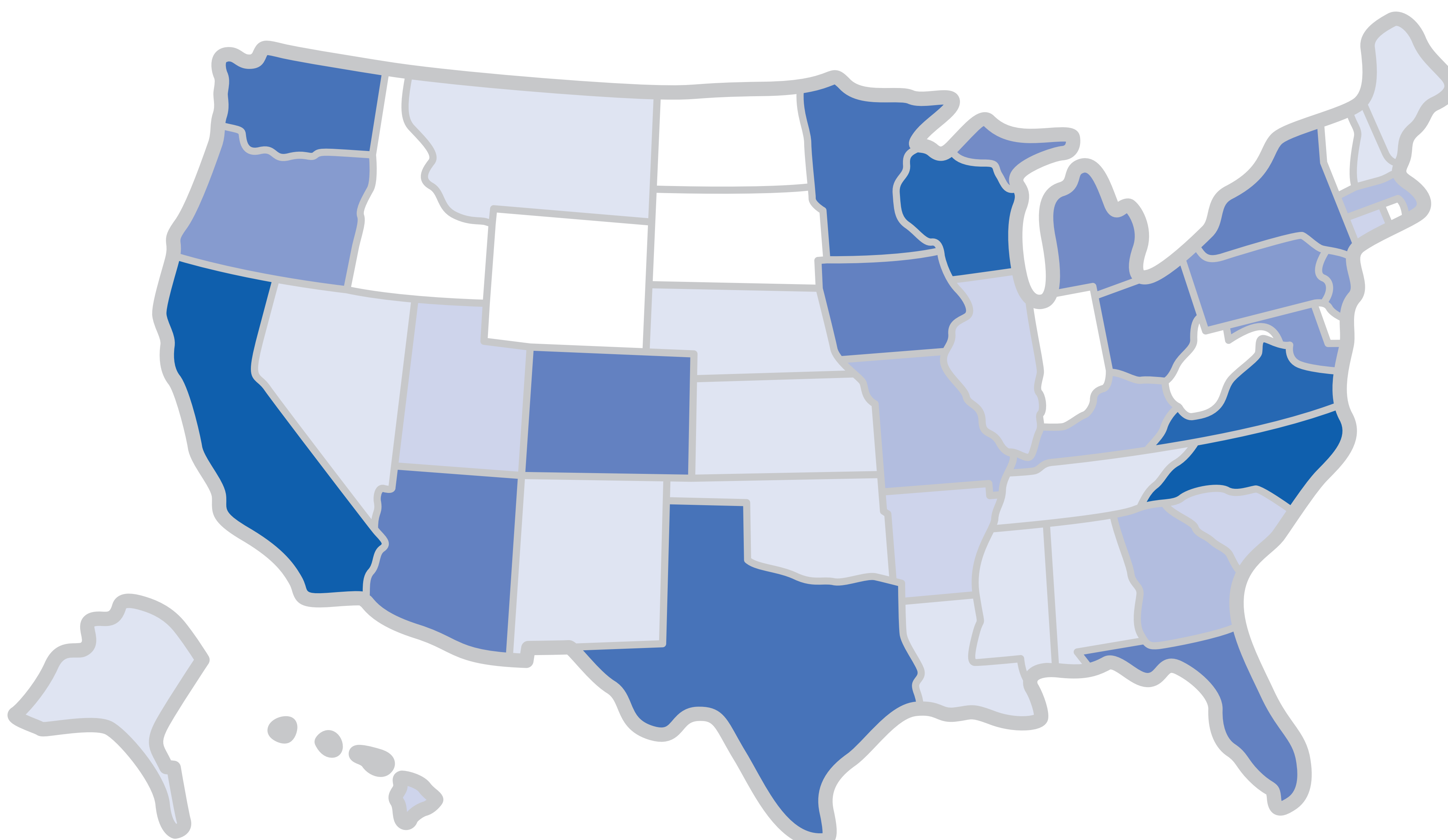


The water workforce as a whole is 33.3% Black, Asian, and Hispanic. This diversity is primarily in non-management roles.

Nature of Work



Response by State



LEGEND

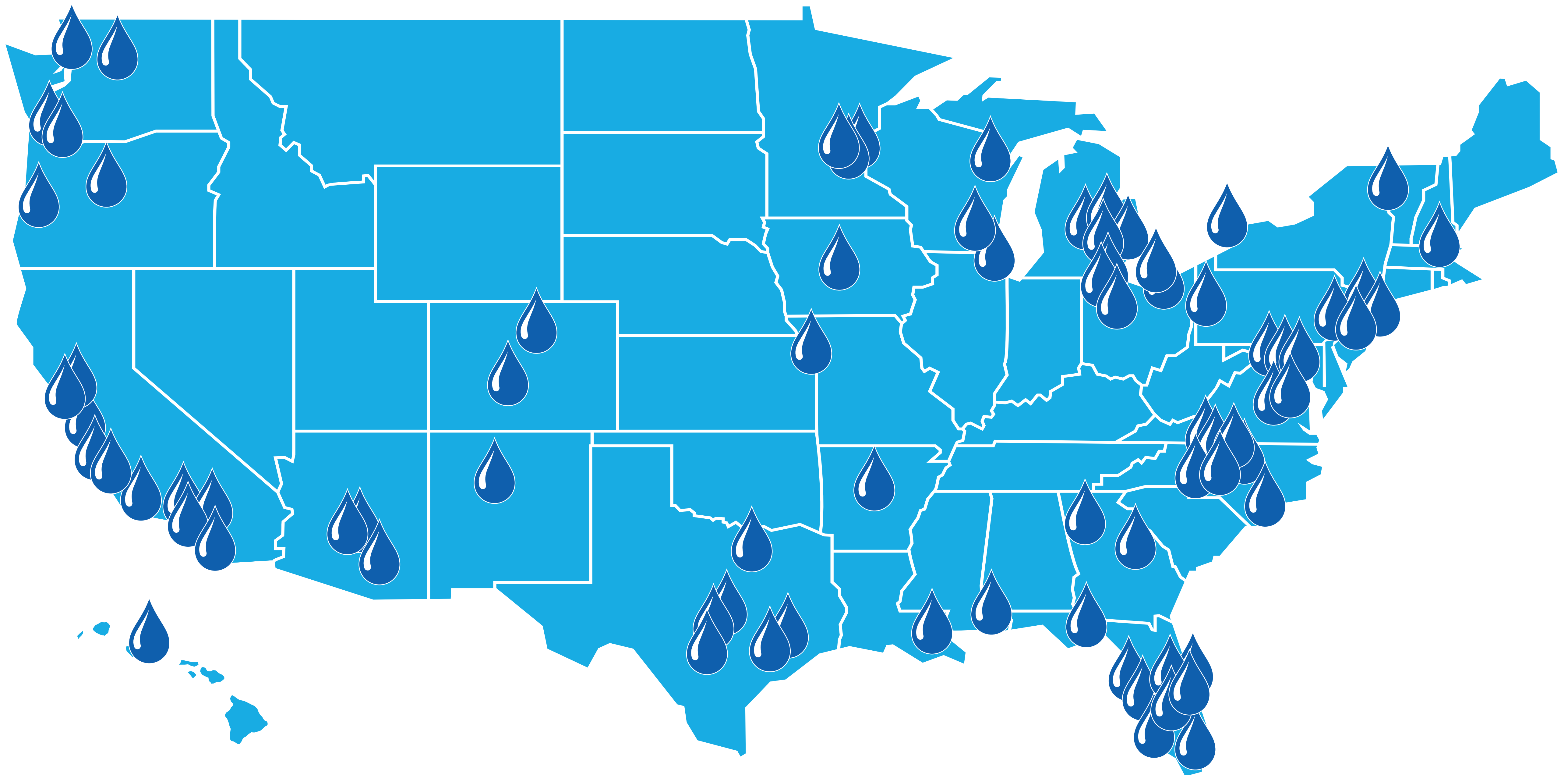


319 Total Responses*
* includes 6 international responses

One Water Communities

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.



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
Wilmington

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

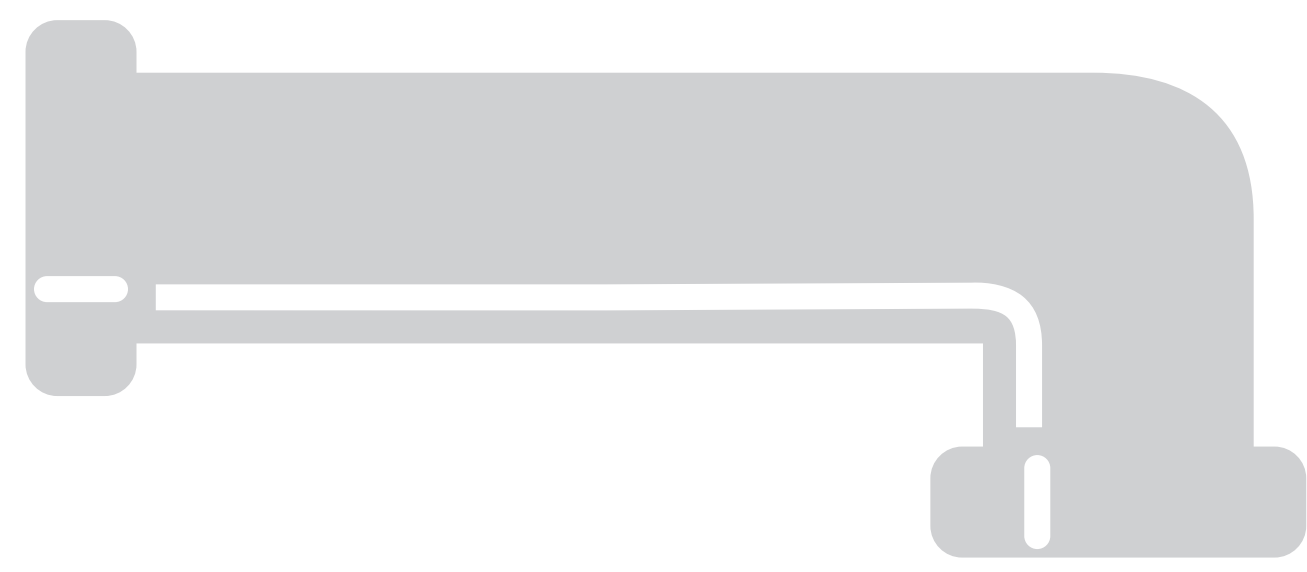
Green Bay
Milwaukee

Barriers to the One Water Movement



44%

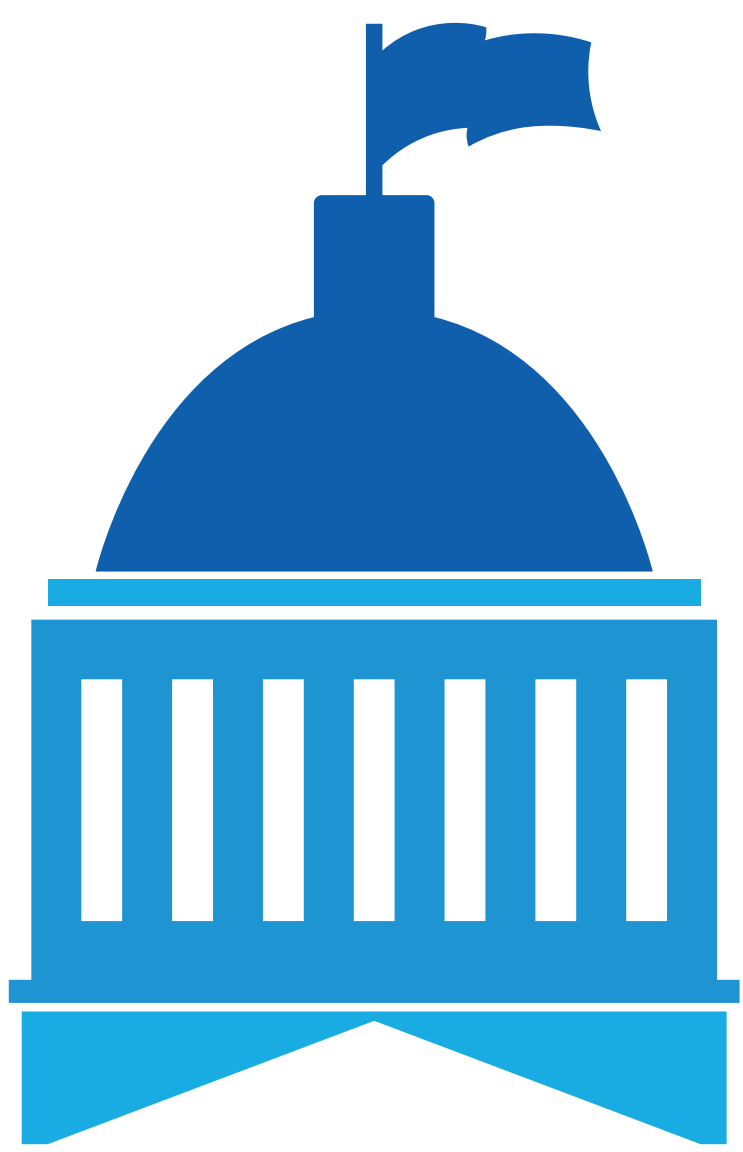
of respondents say that there is a limited understanding of One Water and/or subject matter expertise



40%

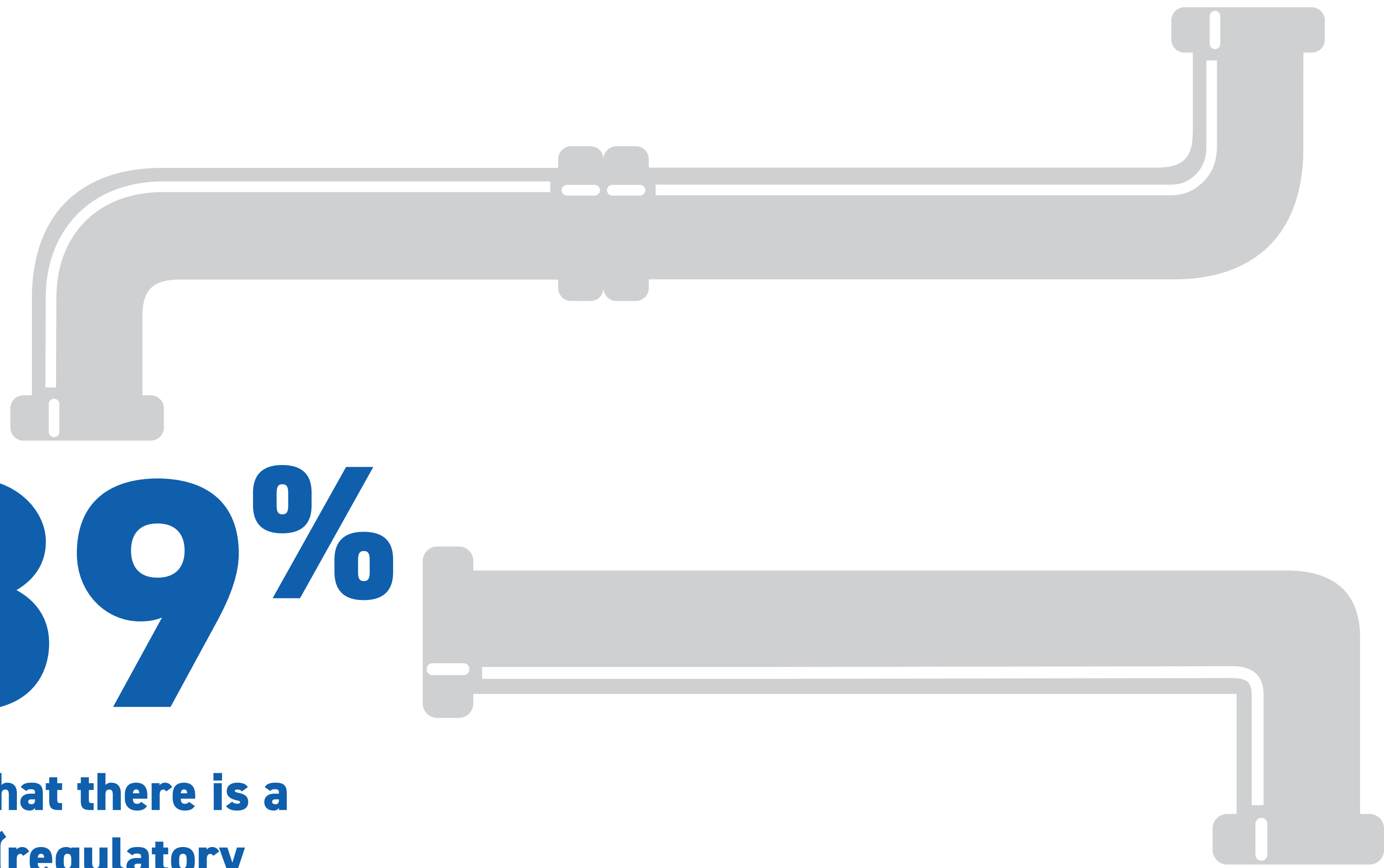


of respondents say that there is limited collaboration with partner organizations (traditional siloed approach to water management)



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.)

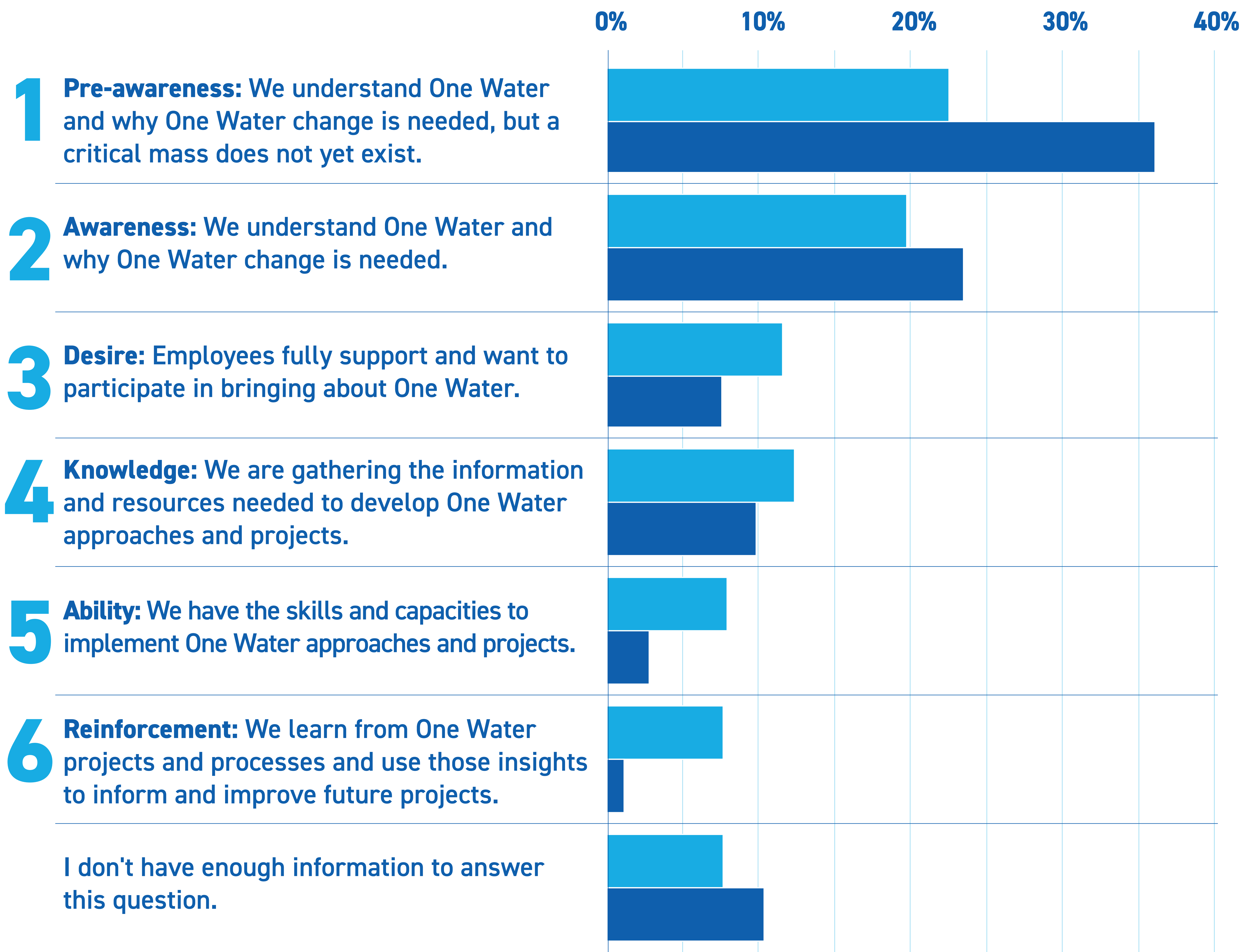


35%

of respondents say that there is a lack of formal One Water guidance, standards, and real-world examples





Practice: From Awareness to Action




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