

IWA Diversity and Inclusion Policy

(Approved by the Board of Directors on 9 August 2024)

Purpose

To set out publicly our position, approach and priorities on equity, diversity and inclusion.

What equity, diversity and inclusion means to us

IWA is a global network for water professionals. One of its core values is that IWA is *“Inclusive: we are inclusive and embrace the diversity of our membership and participants, bringing together people from around the world and from a wide range of professions who are concerned with the future of water.”*

We believe equity, diversity and inclusion are crucial to effective governance. In the words of the Charity Governance Code:

Addressing equality, diversity and inclusion helps a board to make better decisions. This requires commitment, but it means that a charity is more likely to stay relevant to those it serves and to deliver its public benefit. Recognising and countering any imbalances in power, perspectives and opportunities in the charity, and in the attitudes and behaviour of trustees, staff and volunteers, helps to make sure that a charity achieves its aims.

Diversity Statement

The International Water Association is committed to ensuring equality, diversity and inclusivity through all its actions, incorporating best practice into all its activities and avoiding discrimination at all times. The Association promotes the art and science of water management for the public benefit, particularly, but not exclusively, by the encouragement of education, training, study and research in water management and the publication of the useful results of such research. Our membership is open to anyone with a professional interest in maintaining and securing the supply of safe and sustainable water supplies, stormwater systems and wastewater treatment and disposal systems regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Diversity Strategy

1. **Lead from the top.** The Board will adopt and commit to the Strategy and Communicate it broadly.
2. **Monitor and report:** Have the facts available on who our leaders are and report to the Board on our diversity.
3. **Association wide commitment.** As a highly devolved and member driven organisation, an effective strategy requires the buy in and commitment of the membership and the Association's leaders – both those in formal roles and those who are influential. Therefore, IWA will need to have the issue of diversity raised at key meetings of its major groups – Strategic Council; Specialist Group leaders; etc
4. Continue to work on our **Values and behaviours:** Ensure that IWA is a welcoming place, our policies and interventions will eradicate behaviours that alienate or exclude anyone with different gender, cultural, religious or geographic background.
5. **Remove Institutional Barriers:** ensure Terms of Reference for Committees etc do not have any inherent bias or limitations
6. **Spill Positions:** Have regular rotation and guidelines for maximum terms in key roles, e.g. on Committees or Task Groups, which often act as a feed for Board roles or other leadership positions.
7. Promote **open calls for nominations** and effective communication of opportunities.
8. Be **pro-active:** selection committees need to not only communicate opportunities, but also make active enquiries to find a broader range of candidates and to encourage them to seek higher office.
9. **Cultivate and develop emerging leaders.** Continue to support and grow the Emerging Water Leaders network and assess whether this needs replication in geographically and culturally under-represented sectors. Identify other areas where support may be needed for emerging leaders or those new to IWA leadership roles, e.g. mentoring.
10. **Education and Awareness.** The strategy must be underpinned by a communication and education program.