

**IWA Webinar “Transforming the water and sanitation workforce: Diversity and Inclusion practices”**  
**Q&A Report – 26/10/2022**

Webinar available at: <https://iwa-network.org/learn/transforming-the-water-and-sanitation-workforce-diversity-and-inclusion-practices/>

**Questions received from participants during registration:**

#	Question	Speaker	Answer
1	The panel doesn't look very balanced from a gender perspective...	Juliet Willetts	Agreed Brian. At this stage in working towards greater inclusion of women and equality in water and sanitation workplaces, sharing directly the experiences of women is important. And as we move forward, ensuring the perspective of men and people of other genders in forums such as these is also important and helpful.
2	What is the main challenge that Sanjiwani team faced when designing and implementing GEDSI mainstreaming?	Juli Puspasari,	Main Challenge is about budgeting for better facility such : desain universal for toilet, the facility for disability, the exclusive room for sick workers in office. But if the policy in Business Plan, it could not be cancel it must be realized.
3	Most of the Issues relate to any workplace- what is specific to WASH?		
4	This issue has been recognised for 30 years. What strategies have worked - and what hasn't?	Annabell Wagithi Waititu	One thing that hasn't worked, is focusing too much solely on women and 'empowering women', but not addressing the environment in which they find themselves. As the changes required need to happen amongst men also, and all genders. Only when everyone is involved in supporting a transformation can we ensure a safe, supportive and positive evolution towards equality and minimise backlash and opposition.
5	Question for Juliet. Where do see the opportunities to	Juliet Willetts	Absolutely, this can bring efficiencies and synergies if we work more closely together on a

	<p>converge the different programs running across the globe, such as DFAT's Water for Women, USAID's &amp; Gap Inc.'s Women and Water Alliance and several projects by BMGF to ensure gender equity and social inclusion?</p>		<p>common goal. It is for that reason that UTS and Water for Women has partnered with World Bank and with IWA in this work- as we have common goals. There is also room to expand that group to work together with others such as you mention in USAID and BMGF efforts.</p>
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