



Diversity, Equity, and Inclusion Policy

Approved by the WEF Board of Directors on May 24, 2021

A. General Policy Statement

Diversity, equity, and inclusion (DE&I) are integral to the mission of WEF. We believe that creating an inclusive and equitable organization is vital to ensuring that the diverse perspectives of our members are valued, respected, and considered. WEF believes that enhancing DE&I with respect to sex, pregnancy, maternity, marital or family status, genetic information, age, race, color, ethnic or national origin, citizenship, gender identity/expression, sexual orientation, disability or perceived disability status, religion, accent, ancestry, veteran status, socioeconomic status, cultural heritage, personality type, political perspective, job classification, and all other characteristics of DE&I allow us to better serve our members and the diverse water workforce.

Diversity, equity, and inclusion are not mutually exclusive and the success of one is dependent on the other two. Therefore, these three are intentionally connected.

Diversity

Diversity encompasses the varying experiences, strengths, skills, perspectives, personal characteristics, cultures, and backgrounds represented by and within the WEF community.

Equity

A commitment to equity means that we strive to create an environment where everyone has the opportunity and access to realize their full potential, and no-one is disadvantaged because of their group identity or other socially determined circumstance.

Inclusion

The act of inclusion embraces and celebrates the perspectives, voices, values, and needs of each individual with the goal of embracing a culture where all feel heard, respected, valued, and included in the broader WEF purpose.

B. Scope

WEF recognizes diversity, equity, and inclusion yield profound advantages to organizational engagement and well-being and foster forward-thinking and innovative environments. It is WEF's policy to:

1. Diversity
 - a. Attract a more diverse membership base and organization through innovative recruitment and outreach.
 - b. Exhibit diversity in WEF leadership positions.
 - c. Define succession planning protocols for WEF leadership that embrace diversity.

2. Equity
 - a. Advocate for advancement for WEF community members from underrepresented populations.
 - b. Support WEF members from underrepresented groups in advancing their careers in the water sector.
 - c. Communicate criteria for advancement within the WEF community.

3. Inclusion
 - a. Provide content, programming, and events featuring and catering to the unique needs of underrepresented populations in the water sector.
 - b. Develop environments of inclusion and belonging for the WEF community to share ideas and experiences.
 - c. Create spaces for dialogue and relationship building to encourage new WEF members to become more involved.

To ensure accountability in achieving fairer outcomes for the WEF community, we are committed to developing strategies for measuring success in achieving WEF's diversity, equity, and inclusion goals in WEF's annual business plan.

C. Related Policies

WEF's Non-Discrimination and Harassment policy exists to ensure equitable access to grievance procedures in cases of harassment or behaviors that undermine the objectives and scope outlined earlier in this policy.