

OWWA Diversity, Equity & Inclusion Action Plan



OWWA is committed to diversity, inclusiveness, equity, and providing a safe environment without discrimination where everyone is free to express their ideas and participate fully in any OWWA activity. OWWA’s commitment to diversity extends to the diverse roles each of us play as stewards of our water systems. We extend our commitment to diversity by the implementation of the OWWA Diversity, Equity & Inclusion Action Plan (Plan) to ensure that we reflect the different regions in the province, the sizes and types of communities we represent and the specialized skill set, education and certifications, and areas of expertise reflected by each of us in the water industry.

The goals and actions outlined in this Plan align with OWWA’s Strategic Plan 2020 – 2023 and specifically support all of the Strategic Goals outlined therein. The Vision Statement established under the Strategic Plan (A Better Ontario Through Better Water) is carried forward as it effectively provides the mandate to strive for diversity, inclusiveness and equity within our industry.

Purpose

The objective of the Plan is to ensure we foster an association that is diverse, equitable and inclusive at every level. The Plan outlines two primary goals and supporting actions to help OWWA be the steward of change and progress for the industry.

Responsible parties

Responsibility for executing, monitoring and reporting on the actions outlined in this plan falls upon any member or individual who takes part in OWWA business, events, or activities including, but not limited to, OWWA staff, Board of Directors, and other volunteers.

Timelines

The Plan is written relative to the objectives and goals of the OWWA Strategic Plan 2020-2023. This Action Plan will be reviewed and updated with each Strategic Plan renewal cycle.

Diversity, Equity & Inclusion Plan 2020-2023

Goal	Objective	Action
Recruit, retain and advance a diverse membership	Baseline and track membership and leadership demographics and progression	Conduct an optional & anonymous survey
	Diverse and Equitable succession planning	OWWA leadership (Board, Staff, Committee Chairs) to identify potential future leaders from under-represented groups and encourage their development within the organization
	Engage First Nations and under-represented groups.	OWWA leadership (Board, Staff, Committee Chairs) identify how OWWA can collaborate on concerns and water issues
	Establish and Sustain outreach Campaigns to attract new OWWA members	Review process to: <ul style="list-style-type: none"> • Attract under-represented groups within the industry • Outreach to educational institutions

Goal	Objective	Action
<p>Foster an inclusive environment in the organization</p>	<p>Consistently maintain awareness of DE&I</p>	<p>OWWA Staff, Board of Directors and Committee leadership to:</p> <ul style="list-style-type: none"> • Incorporate elements/mentions of Diversity to OWWA’s website • Begin all association meetings with a moment of sharing (for example: health, safety, culture, land acknowledgement)
	<p>Actively foster inclusion in the organization</p>	<p>Create and maintain a “buddy database” for all members to reach out to for support and information</p> <p>Commitment on the database to be renewed annually. Buddies to self-identify topics comfortable to engage</p>
	<p>Highlight DE&I at the Annual Conference and trade show</p>	<p>Recognize efforts that support DE&I in the industry & Association (use Code of Conduct as baseline of rubric)</p> <p>Solicit and include presentations/posters on DE&I in the water industry</p>
	<p>Encourage continuous innovation and dialogue on DE&I</p>	<p>Run two info sessions per year on DE&I</p> <p>Solicit articles or other content on topics in DE&I (goal to publish at least 1 or 2 articles in Pipeline per year)</p>
	<p>Provide anti-racism/anti-oppression awareness</p>	<p>OWWA staff to ensure training is provided to all with leadership and hiring positions, including Board of Directors, Committee Chairs and Staff</p>
	<p>Establish and increase awareness of the requirements of the Code of Conduct</p>	<p>Promote the Code of Conduct within association channels</p>

