



DIVERSITY EQUITY & INCLUSION ACTION PLAN

2024 - 2026

Introduction

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 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 2024 – 2026 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 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 2024-2026. This Action Plan will be reviewed and updated with each Strategic Plan renewal cycle.

Strategic Goal

Member Engagement and Development

OWWA continues to be the association of choice for the water community

Strategic Objectives

Baseline and track membership and leadership demographics and progression

Highlight members and provide a space to tell their member story

Attract industry groups who are under-represented in the membership to join OWWA

Foster inclusion in the membership

Strategic Actions

Re-issue benchmarking survey in 2026

Member Spotlights/Why I Joined published quarterly to Pipeline and social media.

Create Marketing Outreach Campaigns to attract Operators, Service Providers, and Students from the industry to OWWA

Create OWWA Ambassador Program

Strategic Goal

Knowledge Creation and Exchange

OWWA will be the trusted expert on water management

Strategic Objectives

Encourage continuous dialogue on DE&I topics amongst the membership

Provide resources to the membership on topics relating to DE&I

Highlight DE&I at the Annual Conference

Strategic Actions

Run two DMEC Cafe Sessions (interactive and informational Q&A sessions) per year

Create a DE&I Resource Library on the OWWA website (observance months, best practices, etc.)

Facilitate inclusion activity at the Annual Conference

Strategic Goal

Organizational Stewardship

OWWA will foster the development of high performing leaders to drive organizational excellence in accordance with its values and guiding principles, and in the best interest of its members

Strategic Objectives

Encourage new members of the water industry to join and participate in the OWWA Community

Ensure Diversity, Equity, and Inclusion awareness training is included in on-boarding of OWWA leaders (Volunteers, Board of Directors, Staff)

Create more opportunities for members to engage in technical committee work

Strategic Actions

Create a liaison between the Diversity & Member Engagement Committee and the Education & Outreach Task Force

Procure a DE&I awareness training video to be incorporated into leadership on-boarding procedure

Create a committee succession planning best-practices guide