

Diversity, Equity, and Inclusion Policy

Policy Name	WEF Diversity, Equity, and Inclusion Policy
Policy Category	Legal
Policy Number	1997-001
Policy Origination and Review Dates	October 1997; May 2015; May 2021; October, 2024
Requirements	Not required to comply with federal or state statutes
Review Cycle	5 years
Legal Review Needed	Yes

A. General Policy Statement

WEF is committed to creating a culture where individuals from all backgrounds, identities, or experiences, feel valued, respected, and empowered to contribute to WEF’s success and achievement of its mission, vision, and goals. This policy outlines WEF’s commitment to fostering a culture that embraces and celebrates differences, advances equity, creates a sense of belonging, and provides opportunities for the growth and development for WEF members and staff. As intended, this policy ensures the advancement of intentional and progressive steps regarding diversity, equity, and inclusion respectively, with acknowledgement that success in any one element depends on the success of the other two. At WEF, these three elements are defined as follows:

- **Diversity:** A recognition that individuals and the communities from which they identify encompass varying lived-experiences, relationships, strengths, skills, perspectives, personal and physical characteristics, cultures, and backgrounds. These different attributes within WEF are viewed as a key strength, from which we can individually and collectively prosper.
- **Equity:** An understanding that individuals and communities are situated differently, and taking action so that resources and outcomes are distributed in a just and fair manner. Within WEF we strive to create a culture and practice where everyone can realize their full contribution and potential, and no one is disadvantaged because of their group identity or other socially determined circumstances.
- **Inclusion:** In acknowledgement that many persons and communities based upon their social identities have been excluded, taking steps to assure that everyone feels safe, valued, respected, and welcome. Within WEF, inclusion recognizes and respects the unique contributions that each person brings, and in turn creates a sense of belonging for all.

To ensure accountability in achieving DEI and related outcomes for WEF members,volunteers, and staff, we are committed to developing strategies, short term milestones, and long-term goals to:

- Attract and Retain a Diverse Membership, Volunteer Base, and WEF Employee Workforce
- Create an Inclusive and Belonging Culture
- Provide Opportunities for Contributions and Growth
- Proactively Examine and Address Inequity, Reduce Unintended Harm and Promote Diversity and Inclusion within WEF Systems, Practices and Processes at all Organizational Levels
- Promote and Practice Inclusive Communication and Behavior
- Measure and Communicate our Progress in Regard to DEI

WEF will, at all levels of the organization, provide DEI education and training; implement use of DEI decision making tools; utilize best practices that promote diversity, equity, and inclusion; and implement WEF DEI continuous improvement efforts that incorporate data collection and metrics.

B. DEI Leadership Roles Within WEF Governance and Administrative Bodies

1. Board of Trustees:

- Set overall strategic direction, vision, and expectations for DEI
- Monitor and assess implementation and progress of DEI efforts through measurement and reporting
- Role model inclusive and inviting behavior and proactively communicate the value of DEI within WEF, the larger water industry, and other related industries.
- Create any committees/volunteer led groups and approve organizational policies and Board procedures to support DEI, approving revisions as needed,
- Consistently communicate WEF's commitment and pathway to achieving DEI.

2. House of Delegates:

- Provide input and feedback on DEI policies, practices, and procedures.
- Role model inclusive and inviting behavior and proactively communicate the value of DEI within WEF, their Member Association, and the larger water industry.
- Advocate and co-sponsor DEI initiatives within their respective constituencies.
- Establish and encourage delegate participation in the HOD DEI Committee.
- Support and/or participate in creating environments where:
 - WEF conference and event attendees, including exhibitors, are treated with mutual respect and dignity.
 - HOD members and all staff who interact with the HOD experience inclusiveness, are welcomed, and treated with respect.

3. **Community Leadership Council:**

- Provide input and feedback on the development and implementation of DEI policies, practices, and procedures.
- Support and monitor implementation of DEI strategies for all CLC-supported or sponsored volunteer communities, accelerators, task forces, or advisory panels.
- Role model inclusive and inviting behavior and proactively communicate the value of DEI within WEF and the larger water industry.
- Support and/or participate in creating environments where:
 - WEF conference and event attendees, including exhibitors, are treated with mutual respect and dignity.
 - CLC volunteers and all staff who interact with the CLC experience inclusiveness, are welcomed, and treated with respect.

4. **WEF Staff Leadership**

- Provide input and feedback on DEI policies, practices, and procedures
- Support development and oversee implementation of a DEI framework, actionable strategies, and performance measures throughout WEF (*along with supporting tools, practices, processes, and resources*) that align with the Board's strategic direction, vision and measurement/reporting expectations on progress and performance for DEI.
- Role model inclusive and inviting behavior and proactively communicate the value of DEI within WEF, the larger water industry, and other related industries to address, promote, and embed DEI considerations.
- Sponsor DEI related activities, learning and training opportunities, celebrations, volunteer and staff work groups, and related efforts.

C. **Supporting WEF Policies**

- [Code of Conduct - Events](#)
- [Code of Conduct - Members](#)
- [Grievances](#)
- [Member Discipline Policy](#)
- [Non-Discrimination and Harassment](#)