

Diversity, Equality and Inclusion (DE&I)

Information for Volunteers

Equality does not mean 'everybody being the same'. It is about recognising that everyone is different, but everyone should be treated with an equal level of respect and have equal access to opportunities. Diversity is about seeing the bigger picture. It means recognising, respecting, valuing and drawing on the positive aspects of differences.

DE&I is vitally important for the Institute of Water and we are committed to a policy of inclusion and equality for all our staff, members and stakeholders. We recognise the value that a diverse water sector brings to society and we are committed to promoting these benefits. We aim to be representative of the industry we serve and to ensure that there are no barriers to membership.

As a volunteer you are responsible for ensuring the work you do allows for equal opportunities for everyone to participate and abide by our DE&I policy.

Our policy includes- we will:

- Have a Diversity, Equality and Inclusion Champion from within our Board of Directors.
- Have a Diversity, Equality and Inclusion Policy and Action Plan, which is reviewed annually and reported at our Annual General Meeting.
- Ensure that our staff, our Board, Area Committees and our volunteer communities understand their role in ensuring that our membership offering is fully inclusive to individuals and organisations irrespective of their size
- Benchmark ourselves against other professional bodies and employers in the sector.
- Deliver initiatives which enable us to promote under-represented groups.
- Encourage diversity among our volunteer communities, in particular our Area Committees.
- Support the principle of equal opportunities for our staff, by seeking feedback and taking action as needed.

As a volunteer this includes (but is not limited to):

- Being aware of unconscious bias and the impact this has
- Timing, location, accessibility, catering, content and format should be considered when organising meetings/events
- Diversity of speakers/presenters should be considered
- Speakers/presenters should be aware of our DE&I policy and ensure information presented is suitable for the audience
- DE&I to be included on event information and any issues or questions welcomed

If you want more information please visit the [diversity page](#) of the Institute of Water website or contact our DE&I lead Sarah Murray on sarah.murray@affinitywater.co.uk