



CIWM

Together, we stand for a world beyond waste



EDI Strategy Executive Summary



ciwm.co.uk

Equality, Diversity and Inclusion (EDI) are core to CIWM's Corporate Social Responsibility commitments and values, and our overall strategy.

CIWM's purpose is to move the world beyond waste. It's a big ambition, and we need an inclusive community with a wide diversity of voices, skills, knowledge and perspectives in order to achieve it.

Enabling EDI will enrich our industry and bring benefits to us all – and we believe it is our responsibility to lead the way, as you will see from our EDI vision, purpose and mission.

We want to be open and inclusive to all, regardless of background, ability, ethnicity, gender or sexual orientation. More than that, we want opportunities and support to be fair and equal, too – both within CIWM and our membership, and across the whole sector.

Our aim is to position CIWM as a champion of EDI – and to inform, encourage and collaborate with the sector so they are inspired to do so too.

> OUR EDI VISION

Together, we will inspire and enable transformational change to create a more inclusive sector that reflects the communities we serve.

> OUR EDI PURPOSE

Promoting and supporting diversity within our membership and the sector is important to CIWM. It's about **valuing everyone** in the organisation **as an individual**.

To **reap the benefits** of a diverse environment, it is vital for us to have an **inclusive environment**, where everyone feels **able to participate and achieve their potential**.

> OUR EDI MISSION

- To **represent the communities and industries we serve** by engaging and **working with them** in an **open and transparent way**
- To ensure an **inclusive and safe environment** for our members by creating a culture of **respect, curiosity and diversity** which **encourages discussion and challenge**
- To **promote, recognise and enable good EDI practice** within our **membership** and the **wider sector**, through **education, networks and resources**
- To make the resources and waste **industry attractive to a diverse workforce** to ensure that we have a **thriving and sustainable sector and institution for the future**

> OUR EDI STRATEGY PRINCIPLES

We established these principles through our EDI Working Group, focus groups and survey and with the help of guidance and advice from EDI specialists. The insight gathered has enabled us to identify the following areas where we can take action:

INFLUENCING & ENGAGING

Helping our members and the wider sector understand their roles in creating an inclusive sector and the benefits of diversity in our workforce



BELONGING & WELCOMING

Creating the right infrastructure and culture so that everyone can be themselves



ATTRACTING & RETAINING

Ensuring that the resources and waste sector is inclusive and attracts and retains diverse talent



COMMITTING & COMPLYING

Ensuring everyone takes personal accountability and governance is in place



MEASURING & REPORTING

Using data and benchmarking to measure progress



DEVELOPING & GROWING

Supporting education and development, professional career paths and inclusive membership progression

Together, we will inspire and enable transformational change, to create a more inclusive sector, that reflects the communities we serve.



EDI is good for everyone. For business, for sustainability and for professional bodies. It's the right thing to do... and we're not only doing it, we're helping others do it too – throughout the world of resource and waste management, and beyond.

This CIWM EDI Strategy is for an initial 3-year period, and it will continue to evolve in and beyond that period as we understand more about its role in the sector. It will take time to implement change and we will constantly monitor our progress as it is evidenced by data.

We anticipate that, by 2024, we will have developed a new strategy based on what we are learning, to what extent we have been able to effect change and where and how we need to do more.

**CIWM. Inspiring and enabling change,
to create a more inclusive sector**

**To read the full strategy and get involved
go to ciwm.co.uk/edi**

This document has been designed in consideration of the British Dyslexia Association's Dyslexia Style Guide 2018



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