



DIVERSITY, EQUITY, AND INCLUSION POLICY

As a Canadian Charity, and international partner to local development and humanitarian agencies, Lifewater Canada is committed to promoting equality, valuing diversity, creating an inclusive environment, and combating unfair treatment.

A founding premise of Lifewater Canada is working towards “a world where the place you are born does not determine whether you live or die (for lack of water)”. This premise is extended to include race, gender, religious affiliation, etc. We believe that equal opportunity and freedom from discrimination are fundamental human rights, and we will exercise leadership and commitment in these areas.

Lifewater Canada believes this will be achieved through its roles as:

- Local (Canadian) employer.
- Volunteer/supporter driven Organization.
- in the countries, regions, and communities where we partner.

It is Lifewater Canada’s policy to respect the diversity of all employees, prospective employees, volunteers, partners, beneficiaries, contractors and suppliers and treat them fairly and equally regardless of characteristics such as gender, sexual orientation, family status, race, culture, nationality, ethnic or national origin, religious belief, age, or political affiliation.

This policy applies to recruitment and selection, terms and conditions of employment (including pay, promotion, training and development, performance management, job evaluation) and every other aspect of employment. It also applies to ways of working with volunteers and supporters and how we treat our partners.

Diversity includes all the characteristics, experiences and cultural influences that make each of us unique individuals.

Inclusion means that all are welcome at Lifewater Canada, will be treated with respect and dignity.

Equity means recognizing that we do not all start from the same place, and we commit to identify and overcome barriers arising from bias or systemic structures.

Together, this means that Lifewater Canada will endeavor to find a way for each individual to excel in their area of strength, irrespective of their background, and that we will serve our partner communities and local agencies in a way that respects and honors cultures.

Benchmarks for Employees, Volunteers, and Partner Nations

Lifewater Canada is committed to promoting dignity by providing WASH programming as a basic right of every person, and partners with those that are committed to the same by working in underdeveloped and marginalized communities to provide basic water and sanitation services, thereby promoting basic rights and justice.

As stated, a founding premise focuses on improving the life, health, and economic strength of the individual and promoting social and economic inclusion. Diversity, equality, equity, and inclusion in Lifewater Canada programming is aligned to this vision.

Lifewater Canada recognizes the unique differences between individuals and aims to create an environment that values and respects the talent and contribution of all people.

Lifewater Canada will enter in to partnership models that challenge and support new partners in their efforts to establish and increase DEI policies, knowledge and skills through the provision of appropriate capacity building and resources.

Lifewater Canada will continue to support existing partners in ongoing efforts to adapt, learn, and grow DEI policies and understandings within their organizations and as they work in local communities, understanding that the process is ongoing, requiring us to identify and overcome barriers as they are encountered.

Lifewater Canada will internally strive for continuous improvement by identifying and promoting best practice and will challenge and address poor practice.

As a Local (Canadian) Employer

Lifewater Canada's objectives for equal and appropriate treatment in employment:

- Comply with legislation promoting diversity.
- Provide fair access to learning and development opportunities, encourage and support staff in fulfilling their potential.
- Provide a safe and accessible working environment that values and respects the identity and culture of each individual and that is free from discrimination, harassment and victimization.
- Involve members of staff on issues that affect them and communicate decisions effectively.
- Ensure all employees are managed in a fair and equitable way within the performance management framework.
- Provide fair and transparent pay structures and reward systems.
- Promote opportunities for a healthy work life balance for all employees.

As a Volunteer/supporter driven Organization.

Lifewater Canada's objectives for equal treatment of volunteers:

- Provide volunteer opportunities as needed within Lifewater Canada's requirements and encourage those volunteers to fulfil their potential within their volunteering role.
- Where and when needed, a variety of volunteer roles will be available that suit people from a range of backgrounds.
- Ensure that volunteer acceptance procedures are fair and consistent.
- Provide a safe and accessible environment in which every volunteer's identity and culture will be valued, and is free from discrimination.

In the communities where we work and with external stakeholders

Lifewater Canada's objectives for effective partnership within partner nations:

- Work with partner organizations to improve the quality of life for all people in alignment with Lifewater Canada mandates.
- Provide an environment that is free from discrimination and that shares and promotes human well-being.
- Value cultural identity, respecting the variety of lifestyles, cultures and religions in a fair and sensitive way.
- Ensure that wherever practicable or applicable, media publications and information resources promote diversity, and that Lifewater Canada's material is accessible to all audiences.