



PRIDE IN WATER NETWORK

Terms of Reference

Background

Pride in Water is a Network created for LGBTIQ+ people and allies that work in the water industry throughout Australia. This Network is an opportunity to create a more inclusive water industry for LGBTIQ+ staff, contractors, customers and our broader community.

Pride in Water was established in 2019, driven by the experience of two LGBTIQ+ employees at Yarra Valley Water, Jacquie Moon and Brendan Moore. Passionate about creating a collaborative initiative, they co-founded Pride in Water to create an industry where every LGBTIQ+ person feels valued, safe and included.

WSAA has taken on Pride in Water as a Network to ensure a national approach, broaden the reach of the program and continue its growth. WSAA offers PiW opportunities to build relationships with leaders across the water industry. Through our Committees and Networks, WSAA can actively promote and engage sector leaders and professionals on Pride in Water and build a greater depth and breadth of agencies and individuals across the industry.

With the support of WSAA and our strong relationships across all levels and areas of the Australian and New Zealand water sector, we will work to grow Pride in Water's influence and impact, ensure it has a sustainable business model and is accessible to everyone in the industry.

Purpose and scope

The purpose of Pride in Water is to create a water industry for all LGBTIQ+ people to feel safe, included and valued. We will do this by:

- Building a strong culture of respect, inclusion and connection for LGBTIQ+ people both within our workplaces and our broader community.
- Sharing our resources, experience and lessons to create a better practice approach to LGBTIQ+ inclusion.
- Connecting LGBTIQ+ staff and allies within the water industry.
- Raising awareness of LGBTIQ+ issues through education to promote respect and inclusions.
- Building and supporting strong LGBTIQ+ leaders.



- Building partnerships with other industries and LGBTIQ+ groups.

Membership and meeting frequency

- Membership of the Pride in Water Network is open to all WSAA members (this includes Utility Members, Private Utility Members, International Utility Members, Stakeholder Members and Consultant Members).
- LGBTIQ+ staff and allies from across all business areas are encouraged, especially those that are champions of LGBTIQ+ inclusion work in the water industry.
- The Network will meet twice a year with other interactions via teleconferences/webinars, email and the Network pages of the members' portal. Members of other Networks can attend meetings where there are common interests.

Governance

- The PiW Network will report to the WSAA Board on an interim basis.
- The WSAA Coordinator for the Network will assist the PiW Chair/s to report information as required to the WSAA Executive Director and provide input where required to the WSAA Business Plan.

Roles and responsibilities

Board Ambassador

The Board Ambassador will champion PiW in the industry and demonstrate leadership in LGBTIQ+ inclusion. They will do this by:

- Attending Pride in Water events and speaking on the importance of the Network and its work.
- Providing leadership input/advocacy of the Network at the Board and industry leadership level.
- Providing mentorship to the Network Chair/s particularly around building support for LGBTIQ+ inclusion amongst water industry leaders.

Network Chair

The main role of the Network Chair/s is to provide leadership on strategic issues and development of initiatives for the Network. This includes:



- Involvement in developing the agenda for PiW Network meetings and other events.
- Facilitating workshops, meetings and webinars.
- Chairing the Strategic Advisory Group.

Strategic Advisory Group

The Strategic Advisory Group is a small group of representatives from the Network. They will:

- Provide leadership on strategic issues and development of initiatives for the Network.
- Create ongoing opportunities to embed LGBTIQ+ inclusion in the water industry.
- Provide connection to the LGBTIQ+ community and advice on best practice.

Network Members

- Actively participating in Network meetings by giving a presentation, championing an issue and contributing to discussions.
- Sharing information with other Network members and within their organisation. Identifying projects for collaboration, develop a business case for each and seek approval for each from the WSAA Board.
- Contributing to and supporting the completion of Board or Network initiated projects (this may involve helping to develop a project scope, participating in a workshop, reviewing a draft report).

WSAA Coordinator

The WSAA Coordinator is a WSAA staff member who facilitates the Network's information sharing and project delivery. They provide administrative support to the Network.

The key responsibilities are:

- Organising Network meetings and events online, at WSAA offices or in conjunction with a host utility.
- Working with the Network Chair and SAG to develop suitable agendas and workshops for Network meetings.
- Supporting the SAG and the Network in the delivery of initiatives, sharing information and communicating with the other relevant Networks and Committees.
- Maintaining the Network group on the WSAA members site including maintaining a list of contacts for the Network.



- Organising external speakers and speakers from relevant Networks and Board Committees to provide an update of activities.
- Prepare and circulate minutes from the Network meeting.
- Assist in the delivery of any Network projects or initiatives by organising meetings and flagging items for consideration in the WSAA business planning process.

Activities

- Setting up an ongoing support model for PiW including a subscription to ensure the sustainability of PiW and fund the events and resources produced by PiW for the industry.
- Work with supporters to develop a charter to outline the benefits and expectations of supporting PiW and will help utilities embed LGBTIQ+ support in their organisation.
- Progressing HR Survey on LGBTIQ+ inclusion at water utilities to inform Pride in Water's strategy.
- Holding events to promote LGBTIQ+ inclusion.
- Developing knowledge and resources to assist members on their LGBTIQ+ inclusion journey (including resources on the use of pronouns in email signatures).
- Celebrating/honouring LGBTIQ+ days of significance.
- Building partnerships with other organisations and LGBTIQ+ groups.
- Organising LGBTIQ+ training for the WSAA Board.
- Contributing to the ongoing communications to the water industry through the newsletter and social media channels.
- Future activities of the Network will be informed by the Charter developed by the Network and the planned HR Survey.