

## Diversity Vision Statement

DWSD provides clean and safe drinking water and sewerage services at the the most affordable rates allowable by service requirements and law.

- ◆ To ensure full benefit of this experience by all, we deliver our products and services in a culturally sensitive and appropriate manner to al we serve.
- ◆ We fully embrace and promote inclusion across our people, products and services, and we integrate diversity into our business strategies and decisions.

## Diversity Mission Statement

Within DWSD, diversity and inclusionis achieved by aligning diversity efforts with organizational business objectives to ensure serviceto all is achieved as we accomplish the following:

- ◆ Being Reflective of Communities We Serve—by the enhancement of DWSD’s ability to attract and retain diverse employees, volunteers, and donors representative of the communities we serve.
- ◆ Enhancing Training to Improve Service Delivery—by the development and delivery of diversity training focused on building diversity awareness and sensitivity, improving cultural competencies, and fostering a welcoming, respectful and inclusive environment in which to work and deliver services.
- ◆ Reflecting Diversity Commitment in Business Opportunities—by performing effective outreach to diverse suppliers and encouraging their participation in DWSD’s procurement activities, which provides additional opportunity for the organization to better reflect all we serve.
- ◆ Increasing Effectiveness and Accountability in All We Do—by creating and applying measurable diversity goals and objectives.
- ◆ Becoming Better at Telling Our Stories to Diverse Audiences—by improving, and/or expanding, messaging to diverse audiences, which effectively conveys DWSD’s commitment to diversity and inclusion, and highlights success stories demonstrating that commitment.