

Sector Inclusion Forum Charter

The **Sector Inclusion Forum (SIF)** committee has been set up as a steering group to ensure the delivery of the EDI strategy, act as an advisor on deliverables of the plan, including the code of conduct, and provide links to other parts of the sector who can drive sector change.

The **SIF Charter** outlined here is the official document of this group. Developed by them, it outlines how the group will help drive the vision and required outcomes of the EDI Strategy.

The Sector Inclusion Forum will work to create a culture throughout our sector that actively promotes and supports the inclusion, diversity and equity of everyone, every day. A culture that will deliver a thriving sustainable sector and Institution for the future.



Our EDI Vision

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








Vision:

The Sector Inclusion Forum will support the delivery of the CIWM Equality, Diversity and Inclusion (EDI) Strategy to create a sector where there is **equity for all**.




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.

We believe that...

-  Creating an inclusive sector is everyone's responsibility.
-  Inclusion is for all. It is a right and not a privilege.
-  Inclusion extends beyond protected characteristics and legal compliance.
-  Diversity is critical to the success of our sector.
-  Collaboration is key to delivering the industry change we need to see.
-  Change needs to be action-led and actively driven.
-  It's important to be honest about where we are currently and ambitious in what we want to achieve.

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.

We will achieve our vision by...

-  Listening and learning from lived-experiences.
-  Encouraging allyship and calling out poor behaviours and attitudes.
-  Creating psychologically safe environments.
-  Acting with integrity and being accountable.
-  Focusing on continuous improvement and learning rather than punishment.
-  Putting aside self-interest and working together across organisational boundaries.
-  Making a conscious effort to ensure there is more diverse representation.
-  Raising awareness and sharing organisational experiences so that we can learn from each other.
-  Championing education, including the development of training programmes and promotion of learning opportunities.