**Tool No. 3**

**Example Vision Statements**

## *Vision 1*

To promote diversity, equity, and inclusion in [state name] and the water industry and to remove barriers to involvement for underrepresented/underserved individuals.

## *Vision 2*

The water industry offers a wide range of careers and benefits locally and nationally. [name of MA program/committee (DE&I, racial and social justice, etc.)] seeks attract and engage individuals with diverse backgrounds and experiences by introducing them to a variety of career pathways in the water industry and fostering an inclusive and welcoming environment in [MA name].

## *Vision 3*

To create an inclusive and equitable organization that ensures diverse perspectives of our members are valued, respected, and considered.

**Example Mission Statements**

## *Mission 1*

The Mission of the [MA name] Diversity, Equity, and Inclusion (DE&I) Committee is to:

* Encourage underrepresented/underserved individuals to pursue careers in the water industry;
* Support and advocate for underrepresented/underserved individuals in the water workforce; and
* Support industry retention by promoting engagement amongst underrepresented/underserved individuals.

## *Mission 2*

The mission is to promote awareness within [MA name] and create a Diverse, Equitable, and Inclusive (DE&I) membership that benefits all members and programs.

## *Mission 3*

The [MA name] believes in diversity, equity, and inclusion (DE&I) for all people and will promote these ideals to maintain an Association that is more reflective of the diversity of the communities we serve by:

* Providing knowledge and educational materials related to DE&I;
* Hosting and/or leading open and safe dialogue with internal and external groups regarding issues that impact DE&I in our industry; and
* Partnering with other key Association committees to drive awareness.