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Diversity, Equity, and Inclusion Commitment Statement

NEIWPC is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and all other characteristics that make our employees unique.

NEIWPC's diversity initiatives are embedded in all our policies and practices which include (but are not limited to) talent acquisition, professional development and training, compensation and benefits, and a work environment that supports our mission, strategy and core values.

A key component of NEIWPC's mission is recognizing communities with lower socio-economic status and those with larger minority populations who disproportionately contend with serious water quality issues and threats to their access to clean and safe water. Our work in service of underserved and underrepresented groups is a key aspect of our priorities. NEIWPC understands that we are not achieving our mission and realizing our vision until all of our communities have access to clean and safe water.

In addition, our strategic plan is the foundation for us to continue to build a more diverse and inclusive water quality workforce and to draw upon our organizational values to strengthen culture and create a sense of community for staff in support of our workforce development objective. NEIWPC is committed to continued progress in this arena.

All employees of NEIWPC have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

NEIWPC is an organization comprised of many people with diverse backgrounds, education, experiences and ideas who come together and strive to make our vision a reality: Clean and Sustainable Water throughout the Northeast.

Endorsed by the NEIWPC Executive Committee and Commission, January 15, 2021

